

2020 FCC Unit Address List

FCC Unit: **HQ452**

FCC Unit Description: **Headquarters**

<u>Address</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>
1121 L Street Suite 110	Sacramento	CA	95814
400 Atlantic St	Stamford	CT	06901
601 Massachusetts Ave NW	Washington	DC	20001
400 North Capitol St NW	Washington	DC	20001
4145 S. Falkenburg Rd	Riverview	FL	33578
12405 Powerscourt Dr	St Louis	MO	63131
7910 Crescent Executive Dr	Charlotte	NC	28217
7820 Crescent Executive Dr	Charlotte	NC	28217
7815 Crescent Executive Dr	Charlotte	NC	28217
7800 Crescent Executive Dr	Charlotte	NC	28217
8730 Green Ridge Dr	Charlotte	NC	28217
1005 Congress Ave	Austin	TX	78701

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

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:

TIME WARNER CABLE

MSO Name:

CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address

7910 CRESCENT EXECUTIVE DRIVE

City

CHARLOTTE

State

NC

Zip Code

28217-

FCC Registration Number:

Emp. Unit ID # HQ452

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

MECKLENBURG, NC

D. Category of Respondent (check applicable box)

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

E. Pay Period Covered by this Report (inclusive dates) 07/01/2019-06/30/2020

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

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit

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

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

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

1. Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule,

	47 C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	☒ Yes ☐ No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	☒ Yes ☐ 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?	☒ Yes ☐ No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	☒ Yes ☐ 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?	☒ Yes ☐ 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?	☒ Yes ☐ 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?	☒ Yes ☐ 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?	☒ Yes ☐ 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?	☒ Yes ☐ No

SECTION IV ADDITIONAL INFORMATION

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

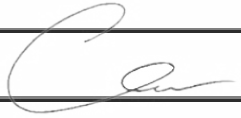
[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

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

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

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

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

Exhibits

2019-2020 Recruitment Initiatives

FCC Unit: HQ452 Headquarters

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

NAAAP Leadership Convention & Professional Conference

- August 23-24, 2019
- Kansas City, MO
- Charter Representatives: Recruiters
- Targeted positions: All open positions
- Large volume of attendees

Fairygodboss Virtual Career Fair

- January 30, 2020
- Virtual
- Charter Representatives: Recruiters
- Targeted positions: All open positions
- Over 600 attendees

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

Workplace Expectations: EEO Requirements for Leaders and Human Resources

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

2020 FCC Unit Outreach Source List

FCC Unit: HQ452

FCC Unit Description: Headquarters

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
40 Plus	Washington	DC	20036	jobpostings@40plusdc.org	202-387-1582
AARP	Denver	CO	80203	coarp@aarp.org	8665545376
AARP FOUNDATION	Washington	DC	20049	dcaarp@aarp.org	2024343704
AARP-SENIOR EMPLOYMENT PROGRAM	Denver	CO	80203	dewashington101@yahoo.com	7209462901
Ability Beyond	Bethel	CT	06801	kate.travis@abilitybeyond.org	888-832-8247
Ability Connection Colorado	Denver	CO	80230	rcompton@abilityconnectioncolorado.org	303-691-9339
ACCESS HOUSING INC. DC/SOUTHEAST VETERANS CENTER	Washington	DC	20032	rivsev2009@aol.com	2025618380
ACCSES	Washington	DC	20006	ggoosman@accses.org	202-349-4259
Ada Jenkins Center	Davidson	NC	28036	cara.schlitz@adajenkins.org	7048960471
Adams County Workforce & Business Center	Brighton	CO	80601	bhendricks@adcogov.org	720-523-6900
Adams County Workforce & Business Center	Brighton	CO	80601	jparriott@adcogov.org	720-523-6900
Adams County Workforce & Business Center (Aurora)	Aurora	CO	80011	rbanks@adcogov.org	303-375-2980
African-American Veterans and Families	Washington	DC	20002	imageneshelter@aol.com	202-518-8488
AMERICAN BUSINESS SCHOOL	Takoma Park	MD	20912	ryancondillac@gmail.com	3014341155
American Council of the Blind of Texas	Beaumont	TX	77704	semien@sbcglobal.net	409-866-5838
American GI Forum	Denver	CO	80211	dottiej42@aol.com	303-458-1700
American Indian Community	New York	NY	10004	claezza@aich.org	212-598-0100
American Job Center - New Haven	New Haven	CT	06519	bwilkes@workforcealliance.biz	203-624-1493
American Job Center - Northeast	Washington	DC	20017	does@dc.gov	202-576-3092
American Job Center - Northeast	Washington	DC	20017	noelle.bonham@dc.gov	202-576-3092
American Job Center - Northwest	Washington	DC	20009	dwight.marable@dc.gov	202-442-4577
American Job Center Serving Jefferson, Clear Creek and Gilpin Counties	Golden	CO	80401	bhendric@jeffco.us	303-271-4700
American Job Center Serving Jefferson, Clear Creek and Gilpin Counties	Black Hawk	CO	80422	jhoward@jeffco.us	303-582-6003
American Job Center Serving Jefferson, Clear Creek and Gilpin Counties	Black Hawk	CO	80422	lbarwick@jeffco.us	303-582-6003
American Job Center Serving Jefferson, Clear Creek and Gilpin Counties	Golden	CO	80401	tgallowa@jeffco.us	303-271-4700
American Job Center Southeast	Washington	DC	20032	linda.lee@dc.gov	202-741-7747
American Job Center Southeast	Washington	DC	20032	michael.ervin@dc.gov	202-741-7747
American Job Center-Headquarters	Washington	DC	20019	darrie.anders@dc.gov	202-698-3492
American Job Center-Headquarters	Washington	DC	20019	michael.ervin@dc.gov	202-698-3492
AMERICAN RED CROSS/CRF-HOUSE EAST	New York City	NY	10016	jimenezm@icahnhouse.org	2122130755
Anne Arundel Community College Sales & Service Training Center and One Stop Career Center	Hanover	MD	21076	jacquelyn.bauer@maryland.gov	410-777-1845
Anne Arundel Community College Sales & Service Training Center and One Stop Career Center	Hanover	MD	21076	joseph.salacki@maryland.gov	410-777-1845
Anne Arundel Community College Sales & Service Training Center and One Stop Career Center	Hanover	MD	21076	tonya.johnson-spratley@maryland.gov	410-777-1845
Anne Arundel County Career Center	Glen Burnie	MD	21061	jacquelyn.bauer@maryland.gov	410-424-3243
Anne Arundel County Career Center	Glen Burnie	MD	21061	mark.pindell@maryland.gov	410-424-3243
Anne Arundel County Career Center	Glen Burnie	MD	21061	tonya.johnson-spratley@maryland.gov	410-424-3243
Arapahoe Douglas Works! Workforce Center	Centennial	CO	80112	sharon.lindell@state.co.us	303-636-1160
Arapahoe/Douglas Works! Castle Rock Workforce Center	Castle Rock	CO	80104	dalred@arapahogov.com	720-733-4321
ARC - MONTGOMERY COUNTY	Rockville	MD	20850	dariac@arcmontmd.org	3012946840

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
ARCH TRAINING CENTER	Washington	DC	20020	progers@archdc.org	2025751700
ARCIL	Austin	TX	78753	valerie@arcil.com	5128326349
Arlington Employment Center	Arlington	VA	22201	hfeldstein@arlingtonva.us	703-228-1400
Arlington Employment Center	Arlington	VA	22201	ktela@arlingtonva.us	703-228-1400
Arlington Family Education Center	Arlington	VA	22204	donnaajmb@aol.com	8002748582
Art for Change	New York	NY	10029	artforchangeinfo@gmail.com	212-348-7044
ASHLAND COMMUNITY & TECH COLLEGE	Ashland	KY		nancy.menhouse@kctcs.edu	606-329-2199
Asian American Federation of New York	New York	NY	10005	winnie.li@aafederation.org	212-344-5878
Aspira Inc. of NJ	Newark	NJ	07104	aspiranewarknj@gmail.com	973-484-7554
Association of Latino Professionals in Finance & Accounting	New York	NY	10004	ann.marquez@national.alpfa.org	646-695-4200
Association of Latino Professionals in Finance & Accounting	Hartford	CT		membership@national.alpfa.org	
Association of Women Construction Workers of America, Inc	Jamaica	NY	11433	awcwamembers@gmail.com	888-434-5303
Austin Community College	Austin	TX	78736	jpcaia@austincc.edu	512-223-8001
Austin Recovery	Austin	TX	78745	mmorales@austinrecovery.org	512-997-0101
AWS Employment Services	New Albany	IN	47150	lrector@awsusa.com	888-558-2554
BARBER-SCOTIA COLLEGE	Concord	NC	28025	ytracey@bellsouth.net	704-402-4437
Barrier Free Living	New York	NY	10009	nicolynp@bflnyc.org	
BELMONT ABBEY COLLEGE	Belmont	NC	28012	careerservices@bac.edu	704-825-6700
Beltway Job Search Partners	McLean	VA	22102	info@bridgepointconnections.org	703-937-1897
Bergen County Technical Schools	Hackensack	NJ	07601	katzag@bergen.org	201-343-6000
Bergen One Stop Career Center	Hackensack	NJ	07601	john.bautz@dol.state.nj.us	201-329-9600
Bergen One Stop Career Center	Hackensack	NJ	07601	kattah@bergen.org	201-329-9600
Bergen One Stop Career Center	Hackensack	NJ	07601	paula.wills@dol.state.nj.us	201-329-9600
BERKELEY COLLEGE	New York City	NY	10017	mt@berkeleycollege.edu	212-986-4343
BHcare	Ansonia	CT		eliberto@bhcare.org	203-736-2601
Black Data Processing Associates	New York	NY	10156	newyork@bdpa.org	212-802-5341
Black Retail Action Group	New York	NY	10185	info@bragusa.org	212-319-7751
Black Veterans for Social Justice	Brooklyn	NY	11206	barriesimpson53@yahoo.com	718-852-6004
BLUEGRASS COMMUNITY & TECH COLLEGE	Lexington	KY		anthony.roberts@kctcs.edu	859-246-6200
BLUEGRASS COMMUNITY & TECH COLLEGE	Lexington	KY		kammy.mccleery@kctcs.edu	859-246-6533
Brain Injury Association	Vienna	VA	22182	acolberg@biausa.org	703-761-0750
Brain Injury Services	Springfield	VA	22152	nlassiter@braininjurysvcs.org	703-451-8881
Bridgeport American Job Center	Bridgeport	CT	06604	lorilynn.chatlos@ct.gov	203-455-2700
Bridgeport American Job Center	Bridgeport	CT	06604	victor.fuda@ct.gov	203-455-2700
BRONX COMMUNITY COLLEGE	Bronx	NY	10453	jonathan.alejo@stu.bcc.cuny.edu	718-289-5603
Bronx Independent Living Center	Bronx	NY	10457	brett@bils.org	
Bronx Workforce1 Career Center	Bronx	NY	10458	frank.cook@labor.ny.gov	718-960-7901
Bronx Workforce1 Career Center	Bronx	NY	10458	ozias.batista@labor.ny.gov	718-960-7901
Bronx Workforce1 Career Center	Bronx	NY	10458	vanessa.johnson-booker@labor.ny.gov	718-960-7901
Cabarrus NCWorks Career Center	Concord	NC	28027	carolyn.mays@nccommerce.com	704-786-3183
Cabarrus NCWorks Career Center	Concord	NC	28027	gary.mason@rescare.com	704-786-3183
Cabarrus NCWorks Career Center	Concord	NC	28027	joseph.dismuke@nccommerce.com	704-786-3183
Cabarrus NCWorks Career Center	Concord	NC	28027	ken.sellers@nccommerce.com	704-786-3183
Cabarrus NCWorks Career Center	Concord	NC	28027	tony.sloop@nccommerce.com	704-786-3183
Cabarrus NCWorks Career Center	Concord	NC	28027	vivian.clawson@nccommerce.com	704-786-3183
Café Carolina and Bakery	Charlotte	NC	28277	kbhuber@e4myjob.com	404-550-4112
Career & Educational Consultants Inc. (CEC)	New York	NY	10001	susanmeloccaro@cecny.com	212-643-8845
CAREER & FAMILY SUPPORT SVCS DIV/CO WORKS PGM	Golden	CO	80401	sralph@jeffco.us	3032711388
Career Crossroads Network - Lake Wylie Christian Assembly	Lake Wylie	SC	29710	lwca.crossroads@gmail.com	803-222-0069
Career Development Services, LLC	Aurora	CO	80014	yasmin@careerdevservices.com	800-249-7845

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
Career Network Ministry/McLean Bible Church	Vienna	VA	22181	bobkorzo@gmail.com	7038873000
CAREER VISIONS INC	Louisville	KY	40208	careervisions@gmail.com	5026360525
Careers For Life	Austin	TX	78755	careersforlife@scic.com	512-349-3328
CAREERS for People with Disabilities Inc.	Valhalla	NY	10595	apalevichcareers@gmail.com	914-741-8500
CAREERS for People with Disabilities Inc.	Valhalla	NY	10595	ascorca@careersfp.org	914-741-8500
CAREERS for People with Disabilities Inc.	Valhalla	NY	10595	careersprvr@aol.com	914-741-8500
CAREERS for People with Disabilities Inc.	Valhalla	NY	10595	damonragin@gmail.com	914-741-8500
CAREERS for People with Disabilities Inc.	Valhalla	NY	10595	lnewman@careersfp.org	914-741-8500
CAREERS Support Solutions	Valhalla	NY	10595	careersforpeople@aol.com	914-741-8500
CareerSource Pinellas	St. Petersburg	FL	33711	dvankirk@careersourcepinellas.com	727-524-4344
CareerSource Tampa Bay	Tampa	FL	33612	baileyd@workforcetampa.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33609	cleggc@careersourcetampabay.com	813-397-2050
CareerSource Tampa Bay	Tampa	FL	33612	cleggc@workforcetampa.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33612	colone@careersourcetb.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33609	drudingj@careersourcetampabay.com	813-397-2050
CareerSource Tampa Bay	Tampa	FL	33612	hilsmana@workforcetampa.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33619	jlperetz@workforcetampa.com	813-930-7832
CareerSource Tampa Bay	Tampa	FL	33612	karfeldb@workforcetampa.com	813-930-7400
CareerSource Tampa Bay	Plant City	FL	33563	konatej@workforcetampa.com	813-930-7880
CareerSource Tampa Bay	Tampa	FL	33609	liebauj@careersourcetampabay.com	813-397-2050
CareerSource Tampa Bay	Ruskin	FL	33570	loeunh@careersourcetampabay.com	813-930-7400
CareerSource Tampa Bay	Plant City	FL	33563	loeunh@careersourcetampabay.com	813-930-7880
CareerSource Tampa Bay	Tampa	FL	33612	monteilhp@workforcetampa.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33612	papiusj@careersourcetb.com	813-930-7400
CareerSource Tampa Bay	Plant City	FL	33563	wiseb@workforcetampa.com	813-930-7880
Catawba Indian Nation	Rock Hill	SC	29730	patricia.leach@catawbaindian.net	803-366-4792
Catholic Community Services	North Bergen	NJ	07047	development-dept@ccannj.org	201-864-9895
CEN Job Search Support Group - St. Cletus	Saint Charles	MO	63301	robert.burns@patriotmachine.com	
CEN Job Search Support Group - St. Gabriel the Archangel Parish	St. Louis	MO	63109	stlhjb@aol.com	314-353-6303
CEN Job Search Support Group - St. Joseph--Cottleville	St. Charles	MO	63304	jobs@stjoecot.org	314-997-1212
CEN Job Search Support Group - St. Monica	St. Louis	MO	63141	dskaggs5@aol.com	314-994-0425
CENTER CITY COMMUNITY CORP	Washington	DC	20001	centercity1970@gmail.com	2027890866
Center for People with Disabilities	Boulder	CO	80301	cindy@cpwd.org	303-442-8662
Center for Work and Education	Denver	CO	80204	leads@cwee.org	303-892-8444
Center for Work Education and employment	Denver	CO	80204	leads@cwee.org	303-892-8444
Central Connecticut State University Career Services Office	New Britain	CT		deloypp@mail.ccsu.edu	860-832-1615
Chinese-American Planning Council - Employment Services	New York	NY	10002	vwong@cpc-nyc.org	212-941-0041
Christian Career Circle - Sacred Heart of Mary Church	Boulder	CO	80303	javabob2010@hotmail.com	720-218-1550
Christian Relief Services	Alexandria	VA	22303	info@christianrelief.org	703-317-9086
Christians in Career Transition - St. Matthew Catholic Church	Charlotte	NC	28277	jhamrlik@carolina.rr.com	704-543-7677
CITIWIIDE COMPUTER TRAINING CTR	Washington	DC	20010	info@mycitiwide.com	2026673719
CITIZENS ADVICE BUREAU	Bronx	NY	10457	ssmart@bronxworks.org	7187316301

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
City of Alexandria Workforce Development Center	Alexandria	VA	22311	joblink@alexandriava.gov	703-838-4316
City of New York Parks Dept, Parks Opportunity Program	Staten Island	NY	10301	carmen.dejesus@parks.nyc.gov	3473016943
CITY VIEW CONNECTIONS	Astoria	NY	11102	gchoi@goodwillny.org	7187776312
Clear Creek County Workforce Center	Idaho Springs	CO	80452	jhoward@jeffco.us	303-670-7548
CO DEPT OF HUMAN SVCS/AGING & ADULT SVCS	Denver	CO		rochelle.hayes@state.co.us	3038662846
CO DIV OF VOCATIONAL REHABILITATION	Denver	CO	80203	annette.bernal@state.co.us	3038664150
COLLEGE OF STATEN ISLAND/CUNY	Staten Island	NY	10301	lisa.spagnola@csi.cuny.edu	718-982-2166
CollegeAmerica	Denver	CO	80222	nathan.mizell@collegeamerica.edu	303-300-8740
Colorado Department of Rehabilitation	Aurora	CO	80014	david.atkinson@state.co.us	303-335-7591
Colorado Division of Vocational Rehabilitation	Parker	CO	80134	jobplacementcolorado@gmail.com	7203949958
COLORADO SCHOOL OF MINES	Boulder	CO	80309	andrea.young@colorado.edu	3034927096
Colorado Workforce Development Council	Denver	CO	80202	elaine.edon@state.co.us	303-318-8038
Colorado Workforce Development Council	Denver	CO	80202	kathy.ford@state.co.us	303-318-8038
Columbia Lighthouse -The Blind	Riverdale	MD	20737	onorman@clb.org	240-737-5105
Columbia Workforce Center	Columbia	MD	21046	columbia@dllr.state.md.us	410-290-2600
Columbia Workforce Center	Columbia	MD	21046	julie.givens@maryland.gov	410-290-2600
Columbia Workforce Center	Columbia	MD	21046	ojones@dllr.state.md.us	410-290-2600
Columbia Workforce Center	Columbia	MD	21046	orion.jones@maryland.gov	410-290-2600
Columbia Workforce Center	Columbia	MD	21046	roslyn.jones@maryland.gov	410-290-2600
Communications Industry Skills Center	New York	NY	10027	majeed7308@aol.com	215-740-1624
COMMUNITY FAMILY LIFE SERVICES	Washington	DC	20001	employmentsrv@cflsdc.org	2023470511
Community Hope	Parsippany	NJ	07054	jrichards@communityhope-nj.org	973-463-9600
Community Hope	Parsippany	NJ	07054	lblain@communityhope-nj.org	973-463-9600
Community Living Inc.	St. Peters	MO	63376	smoore@cliservices.org	636-970-2800
COMMUNITY OPTIONS INC	New York City	NY	10118	angela.rosen@comop.org	2122279110
COMMUNITY PRESERVATION & DEV CORP	Washington	DC	20015	plyons@cpdc.org	2028859542
Community Support for Employment Transition (ComSET) - Larchmont Avenue Church	Larchmont	NY	10580	mrsrevmom@yahoo.com	
Community Training & Emp Resources (CTER)	New York City	NY	10022	info@cterny.org	9732420342
CONCORDE CAREER COLLEGE	Aurora	CO	80010	eantwine@concorde.edu	720-207-0397
Consortium for Worker Education	New York	NY	10001	gwilliams@cwe.org	212-647-1900
Construction Workforce Initiative 2, Inc	New Haven	CT		njeffers@newhavenct.net	203-946-8160
Crossroads Career Network - Central Presbyterian Church	Clayton	MO	63017	hardierl@aol.com	314-727-2777
Crossroads Career Network - New Beginnings Cathedral of Worship	Aurora	CO	80011	nbcworkofourhands@gmail.com	303-341-7500
CROSSWAY COMMUNITY INC	Kensington	MD	20895	mpasco@crossway-community.org	3019292505
Cumberland-Southeast Kentucky Community and Technical College-Cumberland Campus	Cumberland	KY	40823	angie.lockaby@kctcs.edu	606-589-2145
Cumberland-Southeast Kentucky Community and Technical College-Cumberland Campus	Cumberland	KY	40823	charlotte.lockaby@kctcs.edu	606-589-2145
Cumberland-Southeast Kentucky Community and Technical College-Cumberland Campus	Cumberland	KY	40823	jfulkerson0016@kctcs.edu	606-589-2145
Cumberland-Southeast Kentucky Community and Technical College-Cumberland Campus	Cumberland	KY	40823	joe.sutton@kctcs.edu	606-589-2145
CUNY COPE PROGRAM	New York City	NY	10001	georgina.brown@mail.cuny.edu	646-344-7346
DARS DBS	Austin	TX	78756	cecilia.berrios@dars.state.tx.us	5123770575

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
DC COALITION FOR THE HOMELESS	Washington	DC	20020	nbaptiste@dccfh.org	2026105560
DC DEPT OF EMPLOYMENT SERVICES	Washington	DC	20009	dorothy.robinson@dc.gov	
DC DEPT OF EMPLOYMENT SERVICES	Washington	DC	20009	gloria.mitchell@dc.gov	
DEAF-REACH	Washington	DC	20017	dorseyl@deaf-reach.org	2028326681
Denver First Church - Denver Job Networks	Englewood	CO	80113	dfilter@highpointgrp.com	303-588-1946
Denver Speer Workforce Center	Denver	CO	80204	felicia.miranda@denvergov.org	720-865-5619
Denver Speer Workforce Center	Denver	CO	80204	james.roina@denvergov.org	720-865-5619
Denver Speer Workforce Center	Denver	CO	80204	tony.anderson@denvergov.org	720-865-5619
Denver Westside Workforce Center	Denver	CO	80204	lee.tibbetts@denvergov.org	720-944-1615
Denver Workforce Center at Montbello	Denver	CO	80293	dana.williams@denvergov.org	720-865-4800
Denver Workforce Development	Denver	CO	80201	tony.anderson@denvergov.org	720-913-1648
Department of Disability Services DC	Washington DC	DC	20005	sylvia.bailey-charles@dc.gov	202-730-1700
Department of Veteran Affairs	Washington	DC	20420	loreen.orage@va.gov	2022867198
DEPT OF COMMUNITY AND HUMAN SERVICES	Alexandria	VA	22314	kim.hurley@alexandriava.gov	7038385030
Developmental Disabilities	Washington	DC	20006	dmeltzer@nacdd.org	202-506-5813
DEVELOPMENTAL DISABILITIES CENTER	Lafayette	CO	80026	caroline@imaginecolorado.org	3039266405
DIVISION OF VOCATIONAL REHABILITATION	Concord	NC	28027	joyce.beaver@dhhs.nc.gov	7047882172
Division of Vocational Rehabilitation Services	Raleigh	NC	27603	jeffrey.gallagher@dhhs.nc.gov	919-855-3553
Division of Vocational Rehabilitation Services	Raleigh	NC	27603	kenny.gibbs@dhhs.nc.gov	919-855-3553
Dress for Success Tampa	Tampa	FL	33607	tampabay@dressforsuccess.org	
DYFS-Hudson North Local Office	Secaucus	NJ	07094	leonardo.martinez@dcf.state.nj.us	201-865-4101
EASTER SEALS GREATER WASHINGTON/VETERAN EFFORTS	Silver Spring	MD	20910	edsnjobs@eseal.org	301-588-8700
EFFORTS	Washington	DC	20002	effortsdca@aol.com	2022327320
Emerald Cities Collaborative	Washington	DC	20036	dfairchild@emeraldcities.org	202-449-9780
Emma G. Bowen Foundation for Minority Interests	New York	NY	10019	sandra.rice@nbcuni.com	212-975-2545
Employer Support of The Guard & Reserve (ESGR)	Alexandria	VA	22350	tom.bullock@osd.mil	
Employment Assistance & Resource Network - South	Yorktown Heights	NY	10598	livesintransition@gmail.com	914-967-0842
Employment Connections	St Louis	MO	63103	hovens@employmentstl.org	314-333-5627
Employment Resources Center	Frederickburg	VA	22404	fferguson@eri-va.com	540-372-6710
Epilepsy Services Of W Central Fl	Tampa	FL	33603	dgrant@epilepsyservices.com	813-870-3414
Epilepsy Foundation	Landover	MD	20785	aostrom@efa.org	301-459-3766
Epilepsy Foundation	Austin	TX	78752	kflores@nfbtx.org	512-323-5444
Epilepsy Foundation	New York	NY	11220	office@nfbny.org	
Essex County One Stop Center	East Orange	NJ	07018	eastorange_1stop@dol.state.nj.us	973-395-3220
Essex County One Stop Center	East Orange	NJ	07018	evanthia.corrado@dol.state.nj.us	973-395-3220
Essex County One Stop Center	East Orange	NJ	07018	jason.sutton@dol.state.nj.us	973-395-3220
F.H. LaGuardia Community College	Long Island City	NY	11101	katb@lagcc.cuny.edu	
FAIRDALE WIC	Fairdale	KY	40118	polly.mayer@louisvilleky.gov	5023631428
Fairfax SkillSource Center - Reston	Reston	VA	20190	attia.mahmood@fairfaxcounty.gov	703-787-4974
Fairfax SkillSource Center - Reston	Reston	VA	20190	linda.siam@fairfaxcounty.gov	703-787-4974
Fairfax SkillSource Center Alexandria	Alexandria	VA	22309	attia.mahmood@fairfaxcounty.gov	703-704-6286
Fairfax SkillSource Center Alexandria	Alexandria	VA	22309	jessie.tamayo@fairfaxcounty.gov	703-704-6286
Fairfax SkillSource Center Alexandria	Alexandria	VA	22309	malou1@fairfaxcounty.gov	703-704-6286
Fairfax SkillSource Center Alexandria	Alexandria	VA	22309	warren.smith@fairfaxcounty.gov	703-704-6286
Fed Cap Rehabilitation Services	New York City	NY	10011	lsiegel@fedcap.org	212-727-4258
Fed Cap Rehabilitation Services	New York City	NY	10011	ssabat@fedcap.org	212-727-4258
FEGS - Long Island Location	Syosset	NY	11791	jkhan@fegs.org	516-496-7550
FEGS - Long Island Location	Syosset	NY	11791	lrothchild@fegs.org	516-496-7550
FEGS Health and Human Services System	New York	NY	10013	lcastlen@fegs.org	212-366-8400
FEGS Health and Human Services System	New York	NY	10013	lfutterman@fegs.org	212-366-8400
Financial Services Talent Network	Trenton	NJ	07102	ayoung@aaccnj.com	
FINE (Entrepreneurship Focus)	Westport	CT	06880	ed.fitzgerald@cbmoves.com	203-227-8424

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
First Step Job Training/Coalition for the Homeless	New York City	NY	10038	jroberts@cfthomeless.org	2127762071
FOCUS POINT FAMILY RESOURCES	Denver	CO	80216	info@focuspoints.org	3032923203
Fort George.G. Meade Army Post Civilian Personnel	Fort Mead	MD	20755	ftmeadepao@gmail.com	410-674-6509
Fort Meade Career Center	Fort Meade	MD	20755	dbice@dldr.state.md.us	410-674-6509
Fort Meade Career Center	Fort Meade	MD	20755	joseph.salacki@maryland.gov	410-674-6509
Fountain House	New York	NY	10036	npickett@fountainhouse.org	
Ft. Meade Military Spouse Employment Support	Ft. Meade	MD	20755	vikki.torrence@us.army.mil	301-677-6658
GASTON COLLEGE	Dallas	NC	28034	kincaid.brenda@gaston.edu	704-922-6247
Gaston Community Action, Inc.	Gastonia	NC	28052	joseph.dixon@gastonca.org	7048612283
Gaston County Career Center - East	Belmont	NC	28012	benjamin.boyles@nccommerce.com	704-266-5005
Gaston County Career Center - East	Belmont	NC	28012	ncworks.0410@nccommerce.com	704-266-5005
GEORGE WASHINGTON UNIV/SCH OF MEDIA	Washington	DC		smpa@gwu.edu	2029946227
GEORGETOWN UNIVERSITY	Washington	DC	20057	sfc38@georgetown.edu	2026873493
Good Temps, Goodwill Industries of Greater NY	New York	NY	10022	dschoch@goodwillny.org	646-810-9711
GOODWILL BRIDGPOINTE SERVICES	Clarksville	IN	47129	clocke@goodwillsi.org	8122837908
Goodwill Career Center	Aurora	CO	80013	smarshall@goodwilldenver.org	303-577-0186
Goodwill Career Center	Stapleton	CO	80238	ssineros@goodwilldenver.org	720-317-2237
GOODWILL INDUSTRIES OF CENTRAL NC	Greensboro	NC		sbryan@triadgoodwill.org	3362759801
Goodwill Industries of Central Texas	Austin	TX	78702	roberto.perez@austingoodwill.org	512-480-0772
Goodwill Industries of Denver	Denver	CO	80221	dscarpella@goodwilldenver.org	720-495-7495
Goodwill Industries of Denver at Arapahoe Co	Aurora	CO		sking@goodwilldenver.org	3036361955
Goodwill Industries of Greater New York & North	Astoria	NY	11102	jmeinking@goodwillny.org	718-728-5400
GOODWILL INDUSTRIES OF GREATER WASHINGTON	Arlington	VA	22204	neveen.hamdy@dcgoodwill.org	7037693715
Goodwill Industries of Kentucky	Louisville	KY	40218	angela.hasty@kentuckianaworks.org	502-581-0058
Goodwill Industries-Suncoast Inc.	St. Petersburg	FL	33702	kris.rawson@goodwill-suncoast.com	727-523-1512
Grace-Mar Services Inc	Charlotte	NC	28208	kennysmith@gracemar.org	7047144051
GREATER WASHINGTON URBAN LEAGUE	Washington	DC	20009	gwulmrc@aol.com	202-265-6122
HANNAH HOUSE	Washington	DC	20001	karen@hannahhouse.org	2022894840
Harlem Arts Alliance	New York	NY	10030	haafiles@gmail.com	347-735-4280
Harlem Arts Alliance	New York	NY	10030	vorivers@aol.com	347-735-4280
Health Tech Institute	Bladensburg	MD	20710	hbhealtht@gmail.com	2406672739
Helen Keller National Center	Sands Point	NY	11050	debbie.fiderer@hknc.org	
HempsteadWorks Career Center	Hempstead	NY	11550	angela.duncan@labor.ny.gov	516-485-5000
HempsteadWorks Career Center	Hempstead	NY	11550	peter.paftinos@labor.ny.gov	516-485-5000
HempsteadWorks Career Center	Hempstead	NY	11550	peter.paftinos@labor.state.ny.us	516-485-5000
HempsteadWorks Career Center	Hempstead	NY	11550	sruhin@hempsteadworks.com	516-485-5000
Hicksville Career Center	Hicksville	NY	11801	may-whei.lin@labor.ny.gov	516-934-8532
Hicksville Career Center	Hicksville	NY	11801	pamela.bedford@labor.ny.gov	516-934-8532
Higher Education Recruitment Consortium-Metro	New York	NY	10027	herc@columbia.edu	212-854-2511
Hire Heroes USA		TX		ltalbot@hireheroesusa.org	
Hire Heroes USA (Vet Center)		CO		ereyes@hireheroesusa.org	
Hire Heroes USA (Vet Center)		CO		nhenderson@hireheroesusa.org	
Hire Heroes USA, Health Careers Foundation	Bridgeton	MO	63044	robert.r.hancock.ctr@mail.mil	314-770-1626
Hispanic Information & Telecommunications Network	Brooklyn	NY	11205	rrosania@hitn.org	646-731-3520
Hispanic Information Center of Passaic	Passaic	NJ	07055	hicpassaicinc@aol.com	973-779-7022
Hispanic Service Council	Tampa	FL	33612	blanca.deruiz@hispanicservicescouncil.org	813-876-7223
HOWARD UNIV/SCH OF COMMUNICATIONS-OFFICE	Washington	DC	20059	howardcareerservices@gmail.com	2028067690
Howard University Career Services Office	Washington	DC	20059	careersrhu@howard.edu	202-462-4267
Hudson County One Stop Career Center	Union City	NJ	07087	john.toscano@dol.state.nj.us	201-866-4100
Hudson County One Stop Career Center	Union City	NJ	07087	robert.fletcher@dol.state.nj.us	201-866-4100
IBERO-AMERICAN ACTION LEAGUE	Rochester	NY		yolanda@iaal.org	585-256-8900
iCare Career Ministry - First Baptist Church of Hills	Hillside	NJ	07205	info@canyonridge.org	702-658-2722

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
IETC Glen Carbon	Glen Carbon	IL	62034	alan.buckner@illinois.gov	618-656-6100
IETC Glen Carbon	Glen Carbon	IL	62034	donald.niebruegge@illinois.gov	618-656-6100
IETC Glen Carbon	Glen Carbon	IL	62034	richard.wuthrich@illinois.gov	618-656-6100
IMMIGRANT SOCIAL SVC	New York	NY	10002	gleungjr5@yahoo.com	212-571-1840
Independent Living Centers	Austin	TX	78745	sandra@txsilc.org	512-371-7353
International Center for the Disabled	New York	NY	10010	dbenson@icdnyc.org	
IRONBOUND COMMUNITY CORP	Newark	NJ	07105	nzak@ironboundcc.org	9735893353
Jacob's Ladder Job Center	Charlotte	NC	28208	info@charlotte.bbb.org	704-332-5822
Jefferson Community & Technical College - Metro	Louisville	KY	40202	askmetro@kctcs.edu	502-213-4520
Jefferson Community and Technical College Shelbyville	Shelbyville	KY	40065	tiffany.jones@kentuckianaworks.org	502-213-3612
Jewish Community Career Network - Jewish Community	Boulder	CO	80301	heidi@boulderjcc.org	303-998-1900
Jewish Vocational Services	East Orange	NJ	07017	rwanatick@jfedgmw.org	973-674-6330
JOB Corps Center	St. Petersburg	FL	33701	valerio.veronica@jobcorps.org	727-524-4344
Job Ministry - Zion Baptist Church	Denver	CO	80205	sharon_simpsonsdesigns@yahoo.com	303-861-0686
Job Seekers - South Mecklenburg Presbyterian Church	Charlotte	NC	28277	gwenlfe@gmail.com	704-496-4652
Job Seekers Support Group - Temple Israel	Charlotte	NC	28226	cara.schlitz@adajenkins.org	704-364-6594
Johnson C. Smith University	Charlotte	NC	28216	prsaunders@jcsu.edu	704-378-1045
Johnson C. Smith University	Charlotte	NC	28216	tstowe@jcsu.edu	704-378-1045
JUBILEE JOBS INC	Washington	DC	20009	tflood@jubileejobs.org	2026677390
KAARD	Flushing	NY	11354	kaard@verizon.net	718-445-3929
Kansas Commission on Veterans' Affairs	Kansas City	MO		wbolli@kcva.ks.gov	913-371-5968
Kentucky Career Center - Bowling Green	Bowling Green	KY	42102	franklinm.garabato@ky.gov	270-746-7425
Kentucky Career Center - Downtown Louisville	Louisville	KY	40202	Donna.Bazzell@ky.gov	502-595-4003
Kentucky Career Center - Downtown Louisville	Louisville	KY	40202	nikki.walker@kentuckianaworks.org	502-595-4003
Kentucky Career Center - Elizabethtown	Elizabethtown	KY	42701	jim@ltadd.org	270-766-5115
Kentucky Career Center - Florence	Florence	KY	41042	kjones@brightoncenter.com	859-371-0808
Kentucky Career Center - Frankfort	Frankfort	KY	40601	bruce.quire@ky.gov	502-564-7046
Kentucky Career Center - Frankfort	Frankfort	KY	40601	charlest.belljr@ky.gov	502-564-7046
Kentucky Career Center - Shepherdsville	Shepherdsville	KY	40165	amanda.hall@kentuckianaworks.org	502-955-9131
Kentucky Career Center - West Louisville	Louisville	KY	40211	donna.bazzell@ky.gov	502-574-4100
Kentucky Community and Technical College System	Versailles	KY	40383	ejacobs0014@kctcs.edu	859-256-3100
Kentucky Community and Technical College System	Versailles	KY	40383	lisa.stethen@kctcs.edu	859-256-3100
KOREAN COMMUNITY SERVICE	Flushing	NY	11354	kisny2003@yahoo.com	718-359-5400
LaGuardia Workforce1 Career Center	Long Island City	NY	11101	tcunts@lagcc.cuny.edu	718-609-2130
LARADON HALL	Denver	CO	80216	ann.austin@laradon.org	3032965906
Latino & Puerto Rican Affairs Commission	Hartford	CT		werner.oyanadel@cga.ct.gov	860-240-8330
Laurel Regional Workforce Center	Laurel	MD	20707	llynn-horton@dllr.state.md.us	301-362-9708
Laurel Regional Workforce Center	Laurel	MD	20707	timothy.l.walker@maryland.gov	301-362-9708
LDS EMPLOYMENT	Aurora	CO		wel-ec-denver@ldschurch.org	3033719181
LDS Employment Resource Center	Independence	MO		wel-ec-independence@ldschurch.org	8164615481
Learey Tech Center	Tampa	FL	33610	webmaster@learey.com	813-231-1845
Lee Hecht Harrison	New York	NY	10166	cathy.peters@lhh.com	610-729-7604
Lee Hecht Harrison	New York	NY	10166	darryl.anderson@lhh.com	610-729-7604
Lee Hecht Harrison	New York	NY	10166	safiya@aya.yale.edu	610-729-7604
LEHMAN COLLEGE	Bronx	NY	10468	alan.fuentes@lehman.cuny.edu	7189608366
LEHMAN COLLEGE CONTINUING ED	Bronx	NY	10468	maryann.drago-dowling@lehman.cuny.edu	7189608077
Leslie County Adult Education Center	Hyden	KY	41749	hctc-stuinfo@kctcs.edu	606-436-5721
Lexington Center for Recovery	New Rochelle	NY	10801	martinez7709@optonline.net	9142356633
Linden Resources	Arlington	VA	22202	dseering@linden.org	703-521-4441
Lives In Transition - Rye Presbyterian Church	Rye	NY	10580	rmorse@jcsfl.org	
Long Island City Workforce1 Career Center	Long Island	NY	11101	Workforce1LIC@urbanupbound.org	718-784-0877
Lutheran Family Health Centers	Brooklyn	NY	11220	npersaud2@lmcmc.com	7186307150
Madison Workforce Ave	New York	NY	10010	workforce1madisonave@grantassociatesinc.com	646-358-4747
MARTIN LUTHER KING CENTER	Erie	PA		bmlkcenter@aol.com	8144592761

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Maryland Department of Labor, Licensing and Regulation	Largo	MD	20774	cordia.mcarthur@maryland.gov	301-618-8447
Maryland Department of Labor, Licensing and Regulation	Largo	MD	20774	pblackwell@pgcedc.com	301-618-8447
Maryland Works, Inc	Columbia	MD	21046	info@mdworks.com	410-381-8660
MD DIVISION OF REHAB SERVICES	Lanham	MD	20706	Cynthia.Egbujor@maryland.gov	301-306-3600
Mecklenburg County NCWorks Career Center	Charlotte	NC	28212	bill.dodge@nccommerce.com	704-566-2870
Mecklenburg County NCWorks Career Center	Charlotte	NC	28212	ronald.eubanks@nccommerce.com	704-566-2870
Mecklenburg County NCWorks Career Center (South)	Charlotte	NC	28217	bill.dodgen@nccommerce.com	704-565-6865
Mecklenburg County NCWorks Career Center (South)	Charlotte	NC	28217	esc.jobs.charlottesouth@nccommerce.com	704-565-6865
Mecklenburg County NCWorks Career Center (South)	Charlotte	NC	28217	joel.hirschman@nccommerce.com	704-565-6865
Mecklenburg County Women's Commission	Charlotte	NC	28202	stacy.lowry@mecklenburgcountync.gov	704-336-3210
MERS Missouri Goodwill Industries	St Louis	MO	63103	jelliott@mersgoodwill.org	314-982-8812
Metropolitan Training and Education Center	St Louis	MO	63133	marion.williams@betterfamilylife.org	314-746-0750
Middlesex County One Stop Career Center	Perth Amboy	NJ	08861	baden.almonor@dol.state.nj.us	732-293-5016
Middlesex County One Stop Career Center	Perth Amboy	NJ	08861	ingrid.macias@dol.state.nj.us	732-293-5016
Middlesex County One Stop Career Center	Perth Amboy	NJ	08861	latoya.perry@dol.state.nj.us	732-293-5016
MIDWAY COLLEGE	Midway	KY		gcourtney@midway.edu	8598465390
Military Officers Association of America	Alexandria	VA	22314	tops@moaa.org	703-838-0547
Ministry at Work - Matthews United Methodist Church	Matthews	NC	28105	bjbrogan@carolina.rr.com	704-488-8175
Missouri Career Center - Arnold	Arnold	MO	63010	charles.johnson@ded.mo.gov	636-287-8909 or 800-292-1314
Missouri Career Center - Florissant	Florissant	MO	63033	denise.jackson@ded.mo.gov	314-877-3010
Missouri Career Center - Florissant	Florissant	MO	63033	florissant@ded.mo.gov	314-877-3010
MISSOURI DIV VOCATIONAL REHABILITATION	Kansas City	MO		teresa.king@vr.dese.mo.gov	
Missouri Job Center of St. Charles County	St. Peters	MO	63376	lmyers@sccmo.org	636-278-1360
Missouri Job Center of St. Charles County	St. Peters	MO	63376	workforce@sccmo.org	636-278-1360
MontgomeryWorks One Stop Workforce Center	Wheaton	MD	20902	wheaton@dllr.state.md.us	301-929-4350
Morning Star Church Job Connection Group - Mount Vernon	O'Fallon	MO	63368	kathy.frick@mscwired.org	636-561-5680
Mount Vernon Employment Center	Mt. Vernon	NY	10550	jimmy.vargas@labor.ny.gov	914-813-6555
MURRAY STATE UNIVERSITY	Murray	KY		vhudspeth@murraystate.edu	2708093803
NAACP BROOKLYN BRANCH	Brooklyn	NY	11242	contactus@brooklynnaacp.org	718-243-2040
NAACP HOBOKEN BRANCH	Hoboken	NJ	07030	gedrayton@aol.com	201-420-1906
NAACP JAMAICA BRANCH	Saint Albans	NY	11412	naacpjamaica@gmail.com	718-723-3653
NAACP NEW YORK CITY BRANCH #2820	New York City	NY	10027	nybnaacp@aol.com	212-666-9740
NAACP NEWARK BRANCH #2093	Newark	NJ	07102	joyce_simmons916@yahoo.com	973-624-6400
NAACP STATEN ISLAND BRANCH	Staten Island	NY	10314	dor1ed2@aol.com	718-727-8007
National Alliance on Mental Illness	Austin	TX	78704	kjeschke@namitexas.org	
NATIONAL ASSOC OF HISPANIC JOURNALISTS	Washington	DC	20045	nahj@nahj.org	2026627145
National Association of the Deaf	Granite	IL	62040	shelleyrwms@gmail.com	
National Business & Disability Council	New York	NY	10018	mdolan@viscardicenter.org	212-785-7300
National Business & Disability Council	New York	NY	10018	swright@viscardicenter.org	212-785-7300
NATIONAL COUNCIL OF SENIOR CITIZENS	Washington	DC	20002	lillian.huff@dc.gov	2027247074
National Council on Disability	Washington	DC	20004	lgrubb@ncd.gov	202-272-0104
National MS Society Jobs	Washington DC	DC	20036	steve.nissen@nmss.org	202-887-0136
NATIONAL ORG OF CONCERNED BLACK MEN	Washington	DC	20009	agilmore@cbmnational.org	2027836119
National Urban League	New York	NY	10005	cjenkins@nul.org	
NC D of Vocational Rehabilitation	Monroe	NC	28110	dvr.webw3200@dhhs.nc.gov	704-289-2543
NC D of Vocational Rehabilitation	Monroe	NC	28110	margaret.oshita@dhhs.nc.gov	704-289-2543
NC DIV OF VOCATIONAL REHABILITATION	Charlotte	NC	28212	joan.wofford@dhhs.nc.gov	7045688804
NC DIV OF VOCATIONAL REHABILITATION	Monroe	NC	28110	margaret.oshita@dhhs.nc.gov	7042892543
NC DIVISION OF VOCATIONAL REHABILITATION	Gastonia	NC	28054	keith.saunders@dhhs.nc.gov	7048535358
NC DIVISION Services For The Blind	Charlotte	NC	28212	susan.ingram@dhhs.nc.gov	7045634168
NC Works Career Center – W. Morehead - North	Charlotte	NC	28208	ncws.0371@nccommerce.com	704-597-8057
NCWorks Career Center-Gaston	Gastonia	NC	28052	benjamin.boyles@nccommerce.com	704-853-5328

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
NCWorks Career Center-Gaston	Gastonia	NC	28052	sharon.riggan@ncommerce.com	704-853-5328
NetWORK - Davidson United Methodist Church	Davidson	NC	28036	charleshaag@bellsouth.net	704-530-5044
New Canaan Cats - St. Mark's Episcopal Church	New Canaan	CT	06840	jlischer@aol.com	203-972-3519
NEW ENDEAVORS BY WOMEN	Washington	DC	20001	tjefferson@nebw.org	2026825825
New Era Employment Services Inc	Bronx	NY	10455	neweraempvc@aol.com	7184011665
New Jersey Department of Labor & Workforce Development	Newark	NJ	07102	solomon.okonkwo@dol.state.nj.us	973-648-3494
New Jersey Dept of Rehabilitation - Hudson	Hudson	NJ	07036	luis.rojas@dol.nj.gov	201-217-7180
New Jersey Institute of Technology	Newark	NJ	07102	cdsjobs@njit.edu	9735963246
New York City College of Technology	Brooklyn	NY	11201	rwhitley@citytech.cuny.edu	7185521175
New York City Industries for the Blind	Brooklyn	NY	11218	mdaltorio@alphapointe.org	781-854-7300
New York Indian Council	Bronx	NY	10461	tpowell@newyorkindiancouncil.org	718-684-3993
NEW YORK UNIV/JOURNALISM/COMMUNICATIONS	New York City	NY	10003	jay.rosen@nyu.edu	2129987965
New York Urban League	Bronx	NY	10469	dcoleman@nyul.org	718-944-3734
New York Urban League	Bronx	NY	10469	employmentservices@nyul.org	718-944-3734
Newark One Stop Career Center	Newark	NJ	07102	Morris.Murray@dol.nj.gov	973-648-3370
Newark One Stop Career Center	Newark	NJ	07102	nelly.david@dol.nj.gov	973-648-3370
Nicholas County Schools Family Resource Center	Carlisle	KY	40311	paula.hunter@nicholas.kyschools.us	859-289-3702
NJ DIVISION OF VOCATIONAL REHAB SVCS	Paterson	NJ	07501	debralu.hagerman@dol.state.nj.us	9739774285
North Hudson Community Action	Union City	NJ	07087	ovelez@nhcac.org	2017585510
North Texas Job Corps	McKinney	TX		taylor.loretta@jobcorps.org	972-547-7720
Notre Dame Graduate School	Alexandria	VA	22312	ndgs@christendom.edu	703-658-4304
NRHC NetWorking Group - North Rock Hill Church	Rock Hill	SC	29732	nrhc.network.group@gmail.com	803-517-7525
NY CITY COLLEGE OF TECHNOLOGY/CUNY	Brooklyn	NY		dguerrero@citytech.cuny.edu	7182605290
NYC Dept of Parks & Rec/Parks Opportunity Program	Bronx	NY	10462	vera.jacobs@parks.nyc.gov	7184304608
NYS Department of Labor - Division of Employment Security	Brooklyn	NY	11206	brooklyn@labor.ny.gov	718-780-9200
NYS Department of Labor - Division of Employment Security	Brooklyn	NY	11206	giselle.jolly@labor.ny.gov	718-780-9200
OASIS HAVEN-WOMEN & CHILDREN	Paterson	NJ	07501	jimwalsh@oasisnj.org	9738818307
OIC/DC	Washington	DC	20032	dlittle@oicdc.org	2023730330
OMEGA STUDIOS	Rockville	MD	20852	pete@omegastudios.com	3012309100
Operations Good Jobs Goodwill Industries of Central Texas	Austin	TX	78753	erin.kingsbury@austingoodwill.org	
OPTIONS UNLIMITED	Shepherdsville	KY	40165	williebyrd@gmail.com	5029557271
OWENSBORO COMMUNITY & TECH COLLEGE	Owensboro	KY		katie.ballard@kctcs.edu	2706864529
PA CareerLink Potter County	Coudersport	PA	16915	bysutton@pa.gov	814-274-9330
PA CareerLink Potter County	Coudersport	PA	16915	tecole@pa.gov	814-274-9330
PA Office of Vocational Rehabilitation	Harrisburg	PA	17102	rhodapp@pa.gov	814-451-5421
PARKCHESTER (BRONX) NAACP BRANCH #2225	Bronx	NY	10462	bevroberts@optonline.net	718-597-0364
Passaic County One Stop Career Center	Passaic	NJ	07055	angelica.rivera@dol.state.nj.us	973-916-2645
Passaic County One Stop Career Center	Paterson	NJ	07505	angelica.rivera@dol.state.nj.us	973-742-9226
Passaic County One Stop Career Center	Passaic	NJ	07055	marcia.mcneel@dol.state.nj.us	973-916-2645
Passaic County One Stop Career Center	Paterson	NJ	07505	marcia.mcneel@dol.state.nj.us	973-742-9226
Passaic County One Stop Career Center	Paterson	NJ	07505	wendel.green@dol.state.nj.us	973-742-9226
PATERSON TECHNICAL INST	Paterson	NJ	07505	sosaapolonio@yahoo.com	9732794579
People-4-People: Employment Assistance Program	Silver Spring	MD	20910	amiejallah@att.net	301-495-8970
People-4-People: Employment Assistance Program	Silver Spring	MD	20905	acooper@immanuels.org	301-989-4673
People-4-People: Employment Assistance Program	Silver Spring	MD	20901	btr.wr@verizon.net	301-598-5792
People-4-People: Employment Assistance Program	Silver Spring	MD	20905	rheubott@msn.com	301-421-1155
People-4-People: Employment Assistance Program	Silver Spring	MD	20905	gregtwombley@hotmail.com	301-384-4394
People-4-People: Employment Assistance Program	Silver Spring	MD	20905	jimlockhart1@aol.com	301-384-2601
Per Scholas	Bronx	NY	10454	payala@perscholas.org	
Per Scholas	Bronx	NY	10454	twalsh@perscholas.org	
POMOC	Maspeth	NY	11378	pomoc@verizon.net	7183260881
PRINCE GEORGES COMMUNITY CLG	Upper Marlboro	MD	20774	pairss@pgcc.edu	3013366000

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
Prince William SkillSource Center	Woodbridge	VA	22192	kristi.sargent@myskillsource.org	703-897-0407
Professional Business College	New York City	NY	10013	judithrodriguez@pbcny.edu	2122267300
PROJECT ACTION - EASTER SEALS	Washington	DC	20005	bbradley@easterseals.com	2023473066
Protection & Advocacy Systems	Washington	DC	20002	curt.decker@ndrn.org	202-408-9514
QUADRI TECHNOLOGY LTD	Temple Hills	MD	20748	nmswdc@yahoo.com	2026584422
QUALITY BUSINESS INC	Long Island City	NY	11101	bhiggins@qbitti.com	7183924156
Queens Vet Center	Woodhaven	NY	11421	dwayne.allen@va.gov	718-296-2871
Queens Workforce1 Career Center	Jamaica	NY	11432	andy.boyle@labor.ny.gov	718-557-6755
Queens Workforce1 Career Center	Jamaica	NY	11432	gjacobs@grantassociatesinc.com	718-557-6755
Queens Workforce1 Career Center	Jamaica	NY	11432	jvargas@grantassociatesinc.com	718-557-6755
Queens Workforce1 Career Center	Jamaica	NY	11432	workforce1Queens@grantassociatesinc.com	718-557-6755
Queensborough Community College	Bayside	NY	11364	satkins@qcc.cuny.edu	718-281-5484
Ready, Set, Work - Life Fellowship Church	Westminster	CO	80020	deborah.lockwood@comcast.net	303-451-5433
RED ROCK COMMUNITY COLLEGE	Arvada	CO	80002	nancy.carlson@rrcc.edu	3039146389
Reformed Theological Seminary	Charlotte	NC	28226	bwilson@rts.edu	7043665066
Regional Consolidated Svcs	Asheboro	NC		jscarborough@regionalcs.org	3366295141
Rehabilitation Services for the Blind, St. Louis So	St Louis	MO	63110	catherine.a.spence@dss.mo.gov	314-933-7311
Rehabilitation Services for the Blind, St. Louis So	St Louis	MO	63110	sharon.t.silverstein@dss.mo.gov	314-933-7311
Reignbow Staffing	Louisville	KY	40214	ftammie1577@gmail.com	
RENSSELAER COUNTY SOCIAL SVC	Troy	NY		Theresa.Beaudoin@dfa.state.ny.us	5188336005
RESOURCE TECHNOLOGIES INC	Davidson	NC		info@resource-technologies.com	8007928346
RIDGEWOOD BUSHWICK SENIOR CITIZENS COUN	Brooklyn	NY	11237	gmorales@rbscc.org	7184175112
ROCK CREEK FOUNDATION	Silver Spring	MD	20904	rsalzberg@santegroup.org	3015860900
ROCKY MOUNTAIN SER-JOBS FOR PROGRESS	Denver	CO	80211	sandra@rmser.org	3034809394
Rusk Rehabilitation	New York City	NY	10016	kristin.kvaternik@nyumc.org	212-263-6033
RUTGERS UNIVERSITY-NEWARK	Newark	NJ	07102	henryr@newark.rutgers.edu	9733531852
RUTGERS UNIVERSITY-NEWARK	Newark	NJ	07102	tcneill@newark.rutgers.edu	9733531852
SAGE SENIOR ACTION IN A GAY	New York City	NY	10001	mdamato@sageusa.org	2127412247
SALVATION ARMY	Denver	CO		christy.rubano@usw.salvationarmy.org	3038614833
SALVATION ARMY	Concord	NC		joseph.lasalle@uss.salvationarmy.org	7047827822
SALVATION ARMY	Jackson Heights	NY	11372	templodequeens@gmail.com	7183353693
SALVATION ARMY	New York City	NY	10011	vanessa.cameron@use.salvationarmy.org	2123377437
SALVATION ARMY-BAY RIDGE CORP	Brooklyn	NY	11209	sheryl.myrick-pettersen@use.salvationarmy.org	7182382991
SAMARITAN INNS LAZARUS HOUSE	Washington	DC	20009	jesse@samaritaninns.org	2026678831
SAMUEL CHRISTIAN SVC NETWORK	Washington	DC	20017	info@sankofaproject.org	2022704165
SC Works Rock Hill Center	Rock Hill	SC	29732	areid@scs.org	803-328-3881
SC Works Rock Hill Center	Rock Hill	SC	29732	jwilcox@scworks.org	803-328-3881
Seneca Highlands Area Vocational Technical Sch	Port Allegheny	PA	16743	rkjohnson@iu9.org	814-642-2573
Senior Employment Resources	Annandale	VA	22003	woody@seniorjobs.org	703-750-1936
SENIORS' RESOURCE CENTER	Wheat Ridge	CO	80212	twager@srcaging.org	3032356933
Service Source	Alexandria	VA	22312	lauren.goldschmidt@servicesource.org	703-461-6000
Service Source / Warrior Bridge	Clearwater	FL	33760	elyce.wimmer@servicesource.org	727-538-7370
Service Source / Warrior Bridge	Alexandria	VA	22312	michael.costanzo@servicesource.org	703-461-6000
SLATE Next Generation Missouri Career Center -	St. Louis	MO	63102	steven.hamby@ded.mo.gov	314-589-8000
SOCIAL ASSN OF RIDGEWOOD AND VICINITY	Ridgewood	NJ	07450	ssa6@verizon.net	2014442980
SOME CENTER FOR EMPLOYMENT TRAINING	Washington	DC	20020	owade@some.org	2022924460
SOUTH BRONX JOB CORPS CENTER	Bronx	NY	10453	caraballo.sonia@jobcorps.org	7187317700

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
SOUTH BRONX JOB CORPS CENTER	Bronx	NY	10453	marquez.jennifer@jobcorps.org	7187317700
SOUTHEAST MINISTRIES	Washington	DC	20032	wpoole@southeastministrydc.org	2025622636
SOUTHERN EVANGELICAL SEMINARY	Matthews	NC	28105	jjoyner@ses.edu	7048475600
Southern MD JobSource -Waldorf	Waldorf	MD	20602	alan.crawley@maryland.gov	301-645-8712
Southern MD JobSource -Waldorf	Waldorf	MD	20602	charlescjs@dlr.state.md.us	301-645-8712
Southern MD JobSource -Waldorf	Waldorf	MD	20602	george.hawley@maryland.gov	301-645-8712
Southern MD JobSource -Waldorf	Waldorf	MD	20602	yturner@tccsmd.org	301-645-8712
SOUTHSIDE C MISSION, INC	Brooklyn	NY	11211	chi52@hotmail.com	7187828181
Southwestern Illinois WorkNet Center	Belleville	IL	62221	mickey.meddows@swic.edu	618-235-2700
Southwestern Illinois workNet Center - Alton	Alton	IL	62002	william.russell@illinois.gov	618-466-8891, Ext. 226
Southwestern Illinois workNet Center-Belleville	Belleville	IL	62223	alan.buckner@illinois.gov	618-277-5678
Southwestern Illinois workNet Center-Belleville	Belleville	IL	62223	kathy.king@swic.edu	618-277-5678
Southwestern Illinois workNet-East Alton	East Alton	IL	62024	william.russell@illinois.gov	
Southwestern Illinois workNet-Wood River	Wood River	IL	62095	skray@co.madison.il.us	618-296-4301
St Louis ARC	St Louis	MO	63132	jmeier@slarc.org	314-569-2211
St Louis Urban League Workforce Development	Jennings	MO	63136	hwhiting@urbanleague-stl.org	314-388-9840
St Louis Urban League Workforce Development	St Louis	MO	63108	sjohnson@urbanleague-stl.org	314-615-3642
St. Nicholas Alliance Workforce Development	Brooklyn	NY	11206	rgrave@stnicksalliance.org	718-302-2057
STATE UNIVERSITY OF NY	Bronx	NY	10467	epetachny@yahoo.com	7185471001
Staten Island Employment Education Consortium	Staten Island	NY	10301	wdimpel@si.rr.com	718-816-6700
Staten Island South Shore Workforce1 Career Ex	Staten Island	NY	10301	csaladis@edsisolutions.com	347-308-5018
Staten Island South Shore Workforce1 Career Ex	Staten Island	NY	10301	henry.silverman@labor.ny.gov	347-308-5018
Staten Island South Shore Workforce1 Career Ex	Staten Island	NY	10301	promano@edsisolutions.com	347-308-5018
Staten Island South Shore Workforce1 Career Ex	Staten Island	NY	10301	Workforce1@edsisolutions.com	347-308-5018
Staten Island Workforce1 Career Center	Staten Island	NY	10301	henry.silverman@labor.state.ny.us	718-285-8463
Staten Island Workforce1 Career Center	Staten Island	NY	10301	Workforce1@edsisolutions.com	718-285-8463
STRIVE DC INC	Washington	DC	20002	info@strivedc.org	2024841264
Student Veterans of America	Washington	DC	20005	membernetwork@studentveterans.org	202-223-4710
Suffolk County One-Stop Employment Center	Patchogue	NY	11772	jonni.urquhart@labor.ny.gov	631-687-4800
Suffolk County One-Stop Employment Center	Patchogue	NY	11772	michael.antidormi@labor.state.ny.us	631-687-4800
Suffolk County One-Stop Employment Center	Patchogue	NY	11772	michael.cohen@labor.ny.gov	631-687-4800
Suffolk County One-Stop Employment Center	Patchogue	NY	11772	steven.maieli@labor.ny.gov	631-687-4800
SUPPORTED EMPLOYMENT NETWORK	Charlotte	NC	28269	charlottesenet@rhanet.org	7045453302
TASH	Washington	DC	20006	jgonsiergerdin@csus.edu	916-278-4619
Team Management 2000	Hackensack	NJ	07601	k.daniels@tm2kinc.org	201-487-4700
TEN PROGRAM	Washington	DC	20032	bernadette.longtin@catholiccharitiesdc.org	2025613037
The Employment Center at Suffolk County Labor	Hauppauge	NY	11788	Diane.LaChapelle@suffolkcountyny.gov	631-853-6600
The Employment Center at Suffolk County Labor	Hauppauge	NY	11788	marc.bossert@suffolkcountyny.gov	631-853-6600
The Employment Center at Suffolk County Labor	Hauppauge	NY	11788	richard.krebs@suffolkcountyny.gov	631-853-6600
The 100 Black Men of NY	New York	NY	10010	executiveassistant@ohbm.org	
The Arc	Washington	DC	20006	lucus@thearc.org	202-534-3706
The Bridge to Independence & Career Opportunities	Danbury	CT	06810	tbico1@aol.com	203-743-6695
The Career Assistance Ministry - St. James Episcopal	New York	NY	10021	ewyma@cathedralofhope.com	212-288-4100
The Charlotte Area Fund	Charlotte	NC	28206	earlc@charlotteareafund.org	704-372-3010
The Doe Fund	New York	NY	10039	bmandato@doe.org	646-672-2971
The Harlem Business Alliance	New York	NY	10027	pboateng@hbany.org	212-665-7010
The Hispanic Federation	New York	NY	10005	mcolon@hispanicfederation.org	212-233-8955
The Kennedy Center, Inc.	Trumbull	CT		vreyher@kennedyctr.org	203-365-8522
The Manufacturing Institute	Washington	DC	20001	emercado@nam.org	202-637-3489

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
The SkillSource Group	Vienna	VA	22182	lauren.parker@myskillssource.org	703-827-3782
The Treatment and Learning Center	Rockville	MD	20850	kmorgret@ttlc.org	301-424-5200
TIME TO CHANGE	Denver	CO	80216	dinomartinez@timetochange.cc	7203770900
Trabajamos Community Head Start	Bronx	NY	10457	lbuchanan@trabajamoschs.com	917-259-7081
Trabajamos Community Head Start	Bronx	NY	10455	lbuchanan@trabajamoschs.com	718-893-1512
TRANSCEN INC	Rockville	MD	20850	inquiries@transcen.org	3014242002
U. S. Department of Labor	Washington	DC	20210	button.christopher@dol.gov	202-693-4924
U.S. Department of Veterans Affairs	St. Louis	MO	63103	loreen.orage@va.gov	
UCP-Suffolk The Employment Connection	Hauppauge	NY	11788	pcaso@ucp-suffolk.org	
UDI COMMUNITY DEVELOPMENT CORP	Durham	NC		redwardstewart@udicdc.org	9195444597
Union County NCWorks Career Center	Monroe	NC	28110	joseph.dismuke@nccommerce.com	704-283-7541
Union County NCWorks Career Center	Monroe	NC	28110	randall.darnell@nccommerce.com	704-283-7541
Union County NCWorks Career Center	Monroe	NC	28110	robert.johnson@nccommerce.com	704-283-7541
Union County One Stop Career Center	Plainfield	NJ	07060	David.Moskowitz@dol.nj.gov	908-412-7980
Union County One Stop Career Center	Elizabeth	NJ	07201	David.Moskowitz@dol.nj.gov	908-558-8000
Union County One Stop Career Center	Plainfield	NJ	07060	jean.carter@dol.state.nj.us	908-412-7980
Union County One Stop Career Center	Elizabeth	NJ	07201	jean.carter@dol.state.nj.us	908-558-8000
Union County One Stop Career Center	Elizabeth	NJ	07201	jjackson@ucnj.org	908-558-8000
Union County One Stop Career Center	Plainfield	NJ	07060	laurence.carter@dol.nj.gov	908-412-7980
Union County One Stop Career Center	Elizabeth	NJ	07201	laurence.carter@dol.state.nj.us	908-558-8000
Union County One Stop Career Center	Plainfield	NJ	07060	nelly.david@dol.state.nj.us	908-412-7980
United Cerebral Palsy	Washington	DC	20006	info@ucp.org	202-776-0406
UNITED NEGRO COLLEGE FUND	Charlotte	NC	28202	northcarolina@uncf.org	7043778625
United States Veterans Assistance Center (USVA)	Washington	DC	20421	aleshia.thomas-miller@dc.gov	202-530-9371
United Way of North Essex	Montclair	NJ	07042	robyn.ulmer@unitedwaynj.org	9737464040
UNIVERSITY OF MARYLAND SYSTEM	Hyattsville	MD	20783	coyegoke@usmd.edu	3014451967
University of Maryland/UMUC	Upper Marlboro	MD	20774	Darren.Cox@umuc.edu	2406842057
UNIVERSITY OF TEXAS-EL PASO	El Paso	TX		careers@utep.edu	9157475640
Upper Manhattan Workforce1 Career Center	New York	NY	10027	gabriel.nava@labor.ny.gov	917-493-7054
URBAN LEAGUE	Washington	DC	20009	lindabrown@gwul.org	202-265-8200
Urban League of Southern Connecticut	Stamford	CT	06905	vtspell@ulsc.org	203-327-5810
Urban League of Southwestern Connecticut	Stamford	CT	06910	vswilson@ulsc.org	203-327-5810
Urban League Workforce Development	Austin	TX	78754	darnise_bowens@aaul.org	512-478-7176
US Marine Corps - Career Resource Management	Arlington	VA	22214	victor.johnson@usmc.mil	703-614-6828
USDOL - VETS	Washington	DC	20210	hecker.patrick@dol.gov	202-693-4709
USDOL - VETS	Denver	CO	80202	martinez.jovita@dol.gov	303-844-1175
USO (Vet Center)	Arlington	VA	22201	kdurant@uso.org	703-908-6415
VA Homeless Providers Grant and Per Diem Program	Tampa	FL	33617	jeffery.quarles@va.gov	877-332-0334
VET AFFAIRS COMPENSATED WORK THERAPY PROGRAM	Denver	CO	80220	joseph.thomas5@va.gov	3033998020
Veteran Employment Center - CO		CO		rebecca.s.small.ctr@mail.mil	
Veteran Employment Center - TX		TX		norma.gutierrez.ctr@mail.mil	
Vietnam Veterans of America	Silver Spring	MD	20910	joeywynn@vetsgroup.org	202-365-0482
VIOLENCE INTERVENTION PROGRAM	Bronx	NY	10451	ebautista@vipmujeres.org	7182932820
Virginia Employment Commission - Alexandria W	Alexandria	VA	22312	alexandria@vec.virginia.gov	703-813-1300
VIRGINIA WIN FAMILY RESOURCE CTR	Washington	DC	20024	obutler@dccfh.org	2027243932
Virginia Workforce Center	Fairfax	VA	22035	attia.mahmood@fairfaxcounty.gov	703-324-7280
VOA Veteran Service Center	Denver	CO	80204	anthony.medina@denvergov.org	720-501-3368
VOA Veteran Service Center	Denver	CO	80204	tony.anderson@denvergov.org	720-501-3368
Westchester Career & Educational Counseling Service	Tarrytown	NY	10591	ory1@westchestergov.com	914-995-3910
Westchester Employment Center - White Plains	White Plains	NY	10605	ory1@westchestergov.com	914-995-3910
Westchester Networking Organization (WNO) - Chappaqua	Chappaqua	NY	10514	wno1635@gmail.com	914-238-4411
WESTERN KENTUCKY UNIV/JOURNALISM & BROADCASTING	Bowling Green	KY		journalism@wku.edu	2707454143
Wider Opportunities for Women	Washington	DC	20036	mgatta@wowonline.org	202-464-1596

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WILLIAMSBRIDGE (BRONX) NAACP BRANCH #22	Bronx	NY	10467	shirleyfearon@aol.com	718-882-7100
Work One - Madison	Madison	IN	47250	bramage@dwd.in.gov	
Workforce 1 Career Center (NYS Department of	Flushing	NY	11355	Flushing@labor.ny.gov	718-321-6307
Workforce Opportunity Services	New York	NY	10026	natalia.sepulveda@wforce.org	646-533-4569
Workforce Solutions	Lockhart	TX	78644	janie.chavez@ruralcapital.net	512-398-3491
Workforce Solutions Capital Area - East	Austin	TX	78702	bernadette.lopes@twc.state.tx.us	512-223-5400
Workforce Solutions Capital Area - North	Austin	TX	78752	tycin.thompson@tvc.texas.gov	
Workforce Solutions Capital Area - South	Austin	TX	78744	angelof123@live.com	512-381-4221
Workforce Solutions Capital Area - South	Austin	TX	78744	paul.julio@tvc.texas.gov	512-381-4221
Workforce Solutions, Rural Capital Area	Round Rock	TX	78681	craig.henry@ruralcapital.net	
Workforce Solutions, Rural Capital Area	Round Rock	TX	78681	rhonda.mack@ruralcapital.net	
Workforce1 Career Center - Hunts Point	Bronx	NY	10459	workforce1huntspoint@rws-nyc.com	718-542-6777
Workforce1 Healthcare Career Center	New York	NY	10038	lowermanhattanbsc@nycbusiness-solutions.com	212-618-8925
Workforce1 Industrial & Transportation Career C	Jamaica	NY	11434	industrialandtransportation@gran-tassociatesinc.com	718-577-2194
WorkOne New Albany	New Albany	IN	47150	jwebb@dwd.in.gov	812-948-6102
WorkOne Southeast	North Vernon	IN	47265	bramage@dwd.in.gov	812-346-6030
WorkOne Southeast	North Vernon	IN	47265	mk_eastman@yahoo.com	812-346-6030
WorkOne Southwest	Evansville	IN	47713	jbarnabee@dwd.in.gov	812-424-4473
Worksource Germantown - American Job Center	Germantown	MD	20874	robert.donaghue@maryland.gov	240-777-2050
Wounded Warrior Project		MO		hpeck@woundedwarriorproject.org	615-782-7226
WRGW/GEORGE WASHINGTON UNIV	Washington	DC	20052	wrgw@gwu.edu	202-994-7554
YMCA	Bethesda	MD	20814	camille.taft@ymcadc.org	3015303725
YMCA	Albany	NY		oabrahams@cdymca.org	518-449-7196
YMCA	Washington	DC	20009	stalley@ymcadc.org	2024621054
YMCA- DC	Washington	DC	20018	erobinson@ymcadc.org	2025264233
Yonkers Employment Center	Yonkers	NY	10701	iziah.white@labor.ny.gov	914-964-0105
Yonkers Employment Center	Yonkers	NY	10701	john.oshaughnessy@labor.state.ny.us	914-964-0105
Yonkers Employment Center	Yonkers	NY	10701	patrick.brown@labor.ny.gov	914-964-0105
Yonkers Employment Center	Yonkers	NY	10701	Wilson.Terrero@yonkersny.gov	914-964-0105
York College	Jamaica	NY	11451	lchesney@york.cuny.edu	718-262-5119
York Technical College - Workforce Developmen	Rock Hill	SC	29730	ccimino@yorktech.edu	803-327-8006
York Technical College - Workforce Developmen	Rock Hill	SC	29730	mprince@yorktech.edu	803-327-8006

2020 FCC Source Evaluation Report

FCC Unit: HQ452

FCC Unit Description: Headquarters

Source	Applicant Count	Interview Count	Hire Count
Campaign - Indeed	105	105	75
College - Campus Recruiting	16	16	13
Contractor - Conversion	168	168	158
Direct Sourcing - Agency	5	5	5
Direct Sourcing - ATS	55	54	49
Direct Sourcing - Indeed	14	14	7
Direct Sourcing - Line Networking	3	3	3
Direct Sourcing - LinkedIn	26	25	26
Direct Sourcing - Other	19	19	13
Direct Sourcing - Recruiter Networking	5	4	4
Direct Sourcing - Sourcing Specialist	15	15	12
Former Employee - Rehire	35	35	31
Internal - Internal Hire	60	60	52
Internet - Facebook.com	6	6	5
Internet - Glassdoor.com	4	4	4
Internet - Google	12	12	11
Internet - Indeed	672	523	438
Internet - LinkedIn	22	22	21
Internet - Monster	2	2	2
Internet - Other	8	8	8
Job Fair - America Works	1	0	0
Job Fair - Diversity	2	2	1
Job Fair - External	10	10	10
Job Fair - Internal	5	5	3
Organization - Diversity	2	2	2
Referral - Employee Referral	129	129	96
Referral - Manager Referral	16	15	16
Website - External Career Site	44073	1577	176
Grand Total	45490	2840	1241

2020 FCC Source Report

FCC Unit: HQ452
FCC Unit Description: Headquarters

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
242915BR	Sr Credit Services Analyst Exempt				
		Website - External Career Site	35	1	1
243910BR	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	1128	59	39
		Internet - Indeed	22	22	11
		Internet - LinkedIn	1	1	1
243948BR	Billing Ops Tech Analyst II Exempt				
		Website - External Career Site	18	1	1
244092BR	Mgr, IT Exempt				
		Website - External Career Site	46	1	0
		Contractor - Conversion	1	1	1
244095BR	Mgr, IT Exempt				
		Website - External Career Site	147	7	0
		Direct Sourcing - Recruiter Networking	1	1	1
244141BR	Sr Software Developer Exempt				
		Website - External Career Site	33	0	0
		Contractor - Conversion	1	1	1
244329BR	Sr Bus Intelligence Analyst Exempt				
		Website - External Career Site	10	0	0
		Contractor - Conversion	1	1	1
244374BR	Sr Mgr, SAP Security and Suppt Exempt				
		Website - External Career Site	24	2	1
244588BR	Sr Mgr, Credit Svcs-Analytics Exempt				
		Website - External Career Site	4	1	1
244602BR	Billing Quality Analyst Exempt				
		Website - External Career Site	49	1	1
244779BR	Sr Fin Analyst, Programming Exempt				
		Website - External Career Site	16	1	0
		Direct Sourcing - LinkedIn	1	1	1
244804BR	Service Delivery Analyst II Exempt				
		Website - External Career Site	77	5	1
		Internet - LinkedIn	1	1	0
244824BR	Talent Selection Analyst Exempt				
		Website - External Career Site	52	1	0
		Direct Sourcing - Other	1	1	1
244825BR	Assoc Help Desk Support Spec Nonexempt				
		Website - External Career Site	150	0	0
		Contractor - Conversion	1	1	1
244830BR	Field Technician II Nonexempt				
		Website - External Career Site	1	1	0
		Contractor - Conversion	1	1	1
244877BR	Sup, Resi Inbound Sales Exempt				
		Website - External Career Site	129	4	0
		Internal - Internal Hire	3	3	3
		Direct Sourcing - Sourcing Specialist	1	1	1
		Internet - Indeed	1	1	1
244908BR	Sr Database Administrator Exempt				
		Website - External Career Site	19	0	0
		Contractor - Conversion	1	1	1
244911BR	Project Manager Exempt				
		Website - External Career Site	19	0	0
		Contractor - Conversion	1	1	1
244920BR					

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
244973BR	Billing Analyst I Exempt	Website - External Career Site	96	2	2
	Sr Application Developer Exempt	Website - External Career Site Internet - LinkedIn	28 1	0 1	0 1
245042BR	Sr Software Developer Exempt	Website - External Career Site	5	1	1
	Data Scientist Exempt	Website - External Career Site	30	1	1
245117BR	Dir, Data Science Exempt	Website - External Career Site	7	1	1
	Sr Application Developer Exempt	Website - External Career Site Contractor - Conversion	2 1	0 1	0 1
245138BR	Sr Application Developer Exempt	Website - External Career Site Contractor - Conversion	5 2	0 2	0 1
	VP, Comm Desk & Outage Mgmt Exempt	Website - External Career Site Referral - Manager Referral	89 1	1 1	0 1
245183BR	Specialty Account Specialist Nonexempt	Website - External Career Site	247	48	0
		Internal - Internal Hire	11	11	9
		Direct Sourcing - ATS	6	6	3
		Former Employee - Rehire	2	2	2
		Internet - Other	1	1	1
245221BR	Billing Design Analyst Exempt	Website - External Career Site Contractor - Conversion	7 1	0 1	0 1
		Website - External Career Site Contractor - Conversion	20 1	3 1	0 1
245235BR	Sr Principal Technologist Exempt	Website - External Career Site Internet - LinkedIn	26 1	4 1	0 1
		Website - External Career Site Contractor - Conversion	23 1	0 1	0 1
245247BR	Contract Administrator Nonexempt	Website - External Career Site Internet - LinkedIn	118 1	4 1	0 1
		Website - External Career Site Direct Sourcing - Other	88 1	2 1	0 1
245349BR	Sup, Billing Technical Ops Exempt	Website - External Career Site	14	1	1
		Website - External Career Site Internet - LinkedIn	7 1	0 1	0 1
245350BR	Credit Services Analyst Exempt	Website - External Career Site Internet - LinkedIn	72 1	4 1	0 1
		Website - External Career Site Contractor - Conversion	31 1	0 1	0 1
245351BR	Credit Services Analyst Exempt	Website - External Career Site Internet - LinkedIn	4 1	1 1	1 1
		Website - External Career Site	4	1	1
245359BR	Sr Test Engineer Exempt	Website - External Career Site Contractor - Conversion	31 1	0 1	0 1
		Website - External Career Site	4	1	1
245361BR	Recruiter II Exempt	Website - External Career Site	4	1	1
		Website - External Career Site	4	1	1
245365BR					

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
245447BR	Field Technician I Nonexempt	Website - External Career Site	119	7	2
		Internet - Indeed	3	3	2
245567BR	Data Scientist Exempt	Website - External Career Site	115	0	0
		Direct Sourcing - LinkedIn	1	1	1
245586BR	Service Delivery Analyst II Exempt	Website - External Career Site	7	0	0
		Internet - LinkedIn	1	1	1
245624BR	Tax Accountant Trans Tax Exempt	Website - External Career Site	11	0	0
		Contractor - Conversion	1	1	1
245635BR	Tax Accountant Trans Tax Exempt	Website - External Career Site	7	0	0
		Former Employee - Rehire	1	1	1
245690BR	Facilities Assistant I Nonexempt	Website - External Career Site	90	3	1
245741BR	Mgr, Human Resources Exempt	Website - External Career Site	145	3	0
		Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
245817BR	Associate Financial Analyst Exempt	Website - External Career Site	60	7	1
245918BR	Dir, Sales Enablement Exempt	Website - External Career Site	57	5	0
		Direct Sourcing - ATS	1	1	1
245996BR	Systems Engineer IV Exempt	Website - External Career Site	42	0	0
		Contractor - Conversion	1	1	1
246040BR	Application Developer Exempt	Website - External Career Site	12	1	0
		Contractor - Conversion	2	2	1
246097BR	Project Manager Exempt	Website - External Career Site	32	0	0
		Contractor - Conversion	1	1	1
246153BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site	366	129	6
		Internet - Indeed	83	83	45
		Campaign - Indeed	26	26	19
		Referral - Employee Referral	14	14	10
		Direct Sourcing - Sourcing Specialist	9	9	7
		Direct Sourcing - Other	7	7	2
		Job Fair - Internal	4	4	2
		Internal - Internal Hire	2	2	1
		Former Employee - Rehire	2	2	1
		Contractor - Conversion	1	1	0
246154BR	Instructional Designer Exempt	Website - External Career Site	17	1	0
		Direct Sourcing - ATS	1	1	1
246156BR	Instructional Designer Exempt	Website - External Career Site	32	2	0
		Direct Sourcing - ATS	1	1	1
246157BR	Instructional Designer Exempt	Website - External Career Site	70	4	1
246159BR	Instructional Designer Exempt	Website - External Career Site	33	2	0
		Direct Sourcing - ATS	1	1	1
	Instructional Designer Exempt	Website - External Career Site	35	4	0
		Direct Sourcing - ATS	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
246258BR	Billing Ops Tech Analyst II Exempt				
		Website - External Career Site	8	0	0
		Contractor - Conversion	1	1	1
246261BR	Billing Ops Tech Analyst II Exempt				
		Website - External Career Site	10	0	0
		Contractor - Conversion	1	1	1
246269BR	L&D Writer II Exempt				
		Website - External Career Site	40	3	0
		Direct Sourcing - ATS	1	1	1
246273BR	Mgr, Curriculum Development Exempt				
		Website - External Career Site	89	10	0
		Direct Sourcing - ATS	1	1	1
246274BR	Mgr, Curriculum Development Exempt				
		Website - External Career Site	46	3	0
		Direct Sourcing - ATS	1	1	1
246328BR	Sr Sales Tools & App Analyst Exempt				
		Website - External Career Site	24	7	0
		Direct Sourcing - LinkedIn	1	1	1
		Internal - Internal Hire	1	1	1
246332BR	Sr Employee Svcs Center Rep Nonexempt				
		Website - External Career Site	117	4	0
		Contractor - Conversion	2	2	2
		Internal - Internal Hire	2	2	2
246344BR	Mgr, Credit Svcs Process Mgmt Exempt				
		Website - External Career Site	49	11	1
246435BR	Recruiter II Exempt				
		Website - External Career Site	37	1	1
246485BR	Sr Call Center Techno Analyst Exempt				
		Website - External Career Site	2	0	0
		Contractor - Conversion	1	1	1
246510BR	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	774	4	0
		Internet - Indeed	20	20	11
246517BR	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	617	7	0
		Internet - Indeed	27	22	17
246588BR	Recruiting Coordinator Nonexempt				
		Website - External Career Site	86	5	1
246634BR	Billing Analyst I Exempt				
		Website - External Career Site	85	8	0
		Internal - Internal Hire	2	2	2
		Direct Sourcing - ATS	1	1	1
246675BR	Sup, Ent Acct Receivable Exempt				
		Website - External Career Site	68	6	1
246737BR	Dir, Solutions Planning Exempt				
		Website - External Career Site	38	0	0
		Referral - Employee Referral	1	1	1
246824BR	Sr Instructional Designer Exempt				
		Website - External Career Site	11	0	0
		Direct Sourcing - Agency	1	1	1
246870BR	Offline Customer Support I Nonexempt				
		Website - External Career Site	455	19	0
		Campaign - Indeed	21	21	16
		Referral - Employee Referral	4	4	3
		Internal - Internal Hire	3	3	2
246878BR	Billing Assurance Analyst II Exempt				
		Website - External Career Site	40	1	0
		Former Employee - Rehire	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
247046BR		Internet - Indeed	1	1	1
	Learning Specialist Exempt				
247076BR		Website - External Career Site	88	4	1
	Facilities Assistant II Nonexempt				
247097BR		Website - External Career Site	408	2	1
	BI App Developer II Exempt				
		Website - External Career Site	23	0	0
247114BR		Contractor - Conversion	1	1	1
	Bus Intelligence Tools - Sr Exempt				
		Website - External Career Site	6	0	0
247138BR		Contractor - Conversion	1	1	1
	Field Technician I Nonexempt				
		Website - External Career Site	112	4	0
247204BR		Internet - Indeed	1	1	1
	Mgr, Offer Management Exempt				
		Website - External Career Site	41	2	0
247206BR		Direct Sourcing - LinkedIn	1	1	1
	Mgr, Performance Analytics Exempt				
		Website - External Career Site	12	0	0
247229BR		Contractor - Conversion	1	1	1
	Sr HR Process Imprv Specialist Exempt				
247258BR		Website - External Career Site	39	3	1
	Sr Internal Auditor - IT Exempt				
		Website - External Career Site	23	0	0
247344BR		Direct Sourcing - LinkedIn	1	1	1
	Financial Reporting Analyst Exempt				
		Website - External Career Site	75	5	0
247345BR		Direct Sourcing - LinkedIn	1	1	1
	Business Sales Representative Nonexempt				
		Website - External Career Site	35	9	0
		Direct Sourcing - Indeed	5	5	3
		Referral - Employee Referral	1	1	1
		Direct Sourcing - Sourcing Specialist	1	1	1
247438BR		Internal - Internal Hire	1	1	1
	Treasury Specialist Nonexempt				
247621BR		Website - External Career Site	28	1	1
	QA Analyst Exempt				
		Website - External Career Site	36	0	0
247624BR		Contractor - Conversion	1	1	1
	Principal Data Scientist II Exempt				
		Website - External Career Site	3	0	0
247661BR		Contractor - Conversion	1	1	1
	Lead Business Systems Analyst Exempt				
		Website - External Career Site	8	0	0
247662BR		Former Employee - Rehire	1	1	1
	Assoc Desktop Supp Specialist Nonexempt				
		Website - External Career Site	76	9	0
247750BR		Contractor - Conversion	1	1	1
	Mgr, Business Development Exempt				
		Website - External Career Site	11	0	0
247765BR		Contractor - Conversion	1	1	1
	Sr Mgr, Learning Delivery Exempt				
		Website - External Career Site	32	0	0
247767BR		Former Employee - Rehire	1	1	1
	Sr Mgr, Learning Delivery Exempt				
		Website - External Career Site	40	1	0
247778BR		Direct Sourcing - LinkedIn	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
247897BR	Business Data Analyst II Exempt	Website - External Career Site	27	6	0
		Internet - Monster	1	1	1
248087BR	Billing Quality Analyst Exempt	Website - External Career Site	21	0	0
		Contractor - Conversion	1	1	1
248088BR	Project Manager Exempt	Website - External Career Site	124	2	0
		Direct Sourcing - LinkedIn	1	1	1
248118BR	Sr Dir, Business Planning Exempt	Website - External Career Site	64	6	0
		Direct Sourcing - ATS	1	1	1
248346BR	Mgr, Digital Content Exempt	Website - External Career Site	53	6	1
248348BR	Sr Application Developer Exempt	Website - External Career Site	42	1	0
		Direct Sourcing - LinkedIn	1	1	1
248351BR	Systems Engineer III Exempt	Website - External Career Site	38	3	0
		Internet - Other	1	1	1
248400BR	Billing Assurance Analyst III Exempt	Website - External Career Site	24	0	0
		Internet - Indeed	1	1	1
248410BR	Application Developer Exempt	Website - External Career Site	30	0	0
		Contractor - Conversion	1	1	1
248416BR	Sr Application Developer Exempt	Website - External Career Site	3	0	0
		Contractor - Conversion	1	1	1
248428BR	Sr Database Administrator Exempt	Website - External Career Site	11	0	0
		Former Employee - Rehire	1	1	1
248440BR	Sr IT Security Admin Exempt	Website - External Career Site	14	0	0
		Contractor - Conversion	1	1	1
248508BR	Sr Mgr, Call Center Technology Exempt	Website - External Career Site	18	0	0
		Direct Sourcing - ATS	1	1	1
248509BR	Instructional Designer Exempt	Website - External Career Site	43	6	1
248510BR	Instructional Designer Exempt	Website - External Career Site	22	6	0
		Direct Sourcing - ATS	1	1	1
248512BR	Recruiter I Exempt	Website - External Career Site	54	2	1
248513BR	Instructional Designer Exempt	Website - External Career Site	6	0	0
		Direct Sourcing - ATS	1	1	1
248524BR	Instructional Designer Exempt	Website - External Career Site	29	3	1
248533BR	Sr Data & Reporting Analyst Exempt	Website - External Career Site	31	3	0
		Referral - Employee Referral	1	1	1
248536BR	Mgr, L&D Knowledge Content Exempt	Website - External Career Site	45	4	1
	Mgr, Curriculum Development Exempt	Website - External Career Site	89	11	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
248550BR		Direct Sourcing - ATS	1	1	1
	Recruiting Coordinator Nonexempt				
		Website - External Career Site	66	8	0
		Direct Sourcing - ATS	1	1	1
248569BR					
	Systems Engineer III Exempt				
		Website - External Career Site	75	4	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	1
248642BR					
	Project Manager Exempt				
		Website - External Career Site	18	0	0
		Contractor - Conversion	1	1	1
248658BR					
	Specialty Account Specialist Nonexempt				
		Website - External Career Site	170	49	2
		Internal - Internal Hire	8	8	8
		Direct Sourcing - ATS	4	4	2
248706BR					
	Sr Marketing Manager Exempt				
		Website - External Career Site	73	2	0
		Internet - Indeed	1	1	1
248747BR					
	Sr Contingent Labor ProgConsul Exempt				
		Website - External Career Site	16	3	0
		Direct Sourcing - Line Networking	1	1	1
		Internal - Internal Hire	1	1	1
248766BR					
	Sr Mgr, Design Integration Exempt				
		Website - External Career Site	20	1	0
		Internet - LinkedIn	1	1	1
248767BR					
	Sr Accountant Exempt				
		Website - External Career Site	41	3	1
248852BR					
	Intern Nonexempt				
		Website - External Career Site	971	2	0
		Internet - Google	2	2	2
		Internet - Glassdoor.com	1	1	1
		Referral - Employee Referral	1	1	1
248867BR					
	Intern Nonexempt				
		Website - External Career Site	695	14	0
		College - Campus Recruiting	4	4	3
		Internet - Indeed	2	2	2
		Internet - Google	2	2	1
248882BR					
	Web Developer Exempt				
		Website - External Career Site	49	10	1
248891BR					
	Intern Nonexempt				
		Website - External Career Site	102	2	0
		College - Campus Recruiting	5	5	4
		Internet - Google	1	1	1
248892BR					
	Intern Nonexempt				
		Website - External Career Site	178	4	0
		Internet - Indeed	2	2	2
		Internet - LinkedIn	2	2	2
		Internet - Glassdoor.com	1	1	1
		Referral - Manager Referral	1	1	1
		College - Campus Recruiting	1	1	1
		Referral - Employee Referral	1	1	1
248899BR					
	Intern Nonexempt				
		Website - External Career Site	177	2	0
		College - Campus Recruiting	1	1	1
249044BR					
	Mgr, Retail Replenishment Exempt				
		Website - External Career Site	22	1	0
		Direct Sourcing - LinkedIn	1	1	1
249066BR					
	Systems Analyst-Ops Exempt				
		Website - External Career Site	195	3	0
		Contractor - Conversion	1	1	1
		Former Employee - Rehire	1	1	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
249075BR	Field Technician I Nonexempt	Direct Sourcing - ATS	1	1	0
		Direct Sourcing - Indeed	1	1	1
249124BR	HR Process Improvement Analyst Exempt	Website - External Career Site	76	13	2
249211BR	Service Delivery Analyst II Exempt	Website - External Career Site	174	3	1
249279BR	Accounts Payable Specialist Nonexempt	Website - External Career Site	54	1	0
		Internet - Indeed	1	1	1
		Job Fair - America Works	1	0	0
249281BR	Sr Internal Auditor Exempt	Website - External Career Site	204	5	0
		Contractor - Conversion	1	1	1
		Internal - Internal Hire	1	1	1
249292BR	Software Developer Exempt	Website - External Career Site	20	0	0
		Direct Sourcing - LinkedIn	1	1	1
249303BR	Software Developer Exempt	Website - External Career Site	58	5	1
		Contractor - Conversion	1	1	0
		Job Fair - Diversity	1	1	0
249316BR	EEO-Reg Compliance Specialist Exempt	Website - External Career Site	10	0	0
		Contractor - Conversion	1	1	1
249348BR	Instructional Designer Exempt	Website - External Career Site	104	2	0
		Former Employee - Rehire	1	1	1
249390BR	Instructional Designer Exempt	Website - External Career Site	15	2	0
		Direct Sourcing - ATS	1	1	1
249414BR	Sr Dir, Income Tax Exempt	Website - External Career Site	22	5	1
249531BR	Business Analyst - Cust Ops Exempt	Website - External Career Site	4	0	0
		Direct Sourcing - Other	1	1	1
249665BR	Business Planning Analyst Exempt	Website - External Career Site	63	3	0
		Direct Sourcing - ATS	1	1	1
249674BR	Associate Project Manager Exempt	Website - External Career Site	49	2	0
		Internet - Indeed	1	1	1
249774BR	Traffic Workforce Analyst Exempt	Website - External Career Site	277	6	1
249781BR	Mgr, Program Management Exempt	Website - External Career Site	34	1	0
		Internet - Indeed	1	1	1
249786BR	Human Resources Generalist Exempt	Website - External Career Site	23	1	0
		Former Employee - Rehire	1	1	1
249792BR	Program Manager Exempt	Website - External Career Site	92	7	1
249812BR	Associate Financial Analyst Exempt	Website - External Career Site	17	0	0
		Contractor - Conversion	1	1	1
249839BR		Website - External Career Site	102	1	0
		Internet - Indeed	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
249972BR	VP, Diversity & Inclusion Exempt	Website - External Career Site	76	0	0
		Direct Sourcing - ATS	1	1	1
249973BR	Billing Ops Tech Analyst II Exempt	Website - External Career Site	13	0	0
		Direct Sourcing - ATS	1	1	1
250002BR	Mgr, Mobile SC Rptg & Analytic Exempt	Website - External Career Site	72	5	0
		Direct Sourcing - LinkedIn	1	1	1
250003BR	Sup, Offline Customer Support Exempt	Website - External Career Site	137	6	0
		Internal - Internal Hire	1	1	1
		Internet - Indeed	1	1	1
250034BR	Billing Analyst I Exempt	Website - External Career Site	57	0	0
		Contractor - Conversion	1	1	1
250035BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site	393	132	9
		Internet - Indeed	58	58	36
		Referral - Employee Referral	18	18	15
		Campaign - Indeed	11	11	8
		Direct Sourcing - Sourcing Specialist	2	2	1
		Former Employee - Rehire	2	2	2
		Direct Sourcing - ATS	1	1	1
		Internet - Facebook.com	1	1	1
		Direct Sourcing - Other	1	1	0
250036BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site	184	63	8
		Internet - Indeed	25	25	18
		Referral - Employee Referral	18	18	11
		Former Employee - Rehire	2	2	1
		Internal - Internal Hire	2	2	2
		Internet - Facebook.com	2	2	1
		Internet - Other	1	1	1
		Direct Sourcing - Sourcing Specialist	1	1	1
250097BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	384	5	0
		Internet - Indeed	22	22	17
250164BR	Sr Employee Svcs Center Rep Nonexempt	Website - External Career Site	93	0	0
		Contractor - Conversion	2	2	2
250192BR	Sr Dir, Risk Management Exempt	Website - External Career Site	41	4	0
		Direct Sourcing - LinkedIn	1	1	1
250332BR	Intern Nonexempt	Website - External Career Site	177	1	0
		Internet - Google	1	1	1
250364BR	Mgr, Curriculum Development Exempt	Website - External Career Site	92	3	0
		Direct Sourcing - LinkedIn	1	1	1
250449BR	Offline Customer Support I Nonexempt	Website - External Career Site	277	27	0
		Campaign - Indeed	8	8	5
		Internal - Internal Hire	8	8	6
		Referral - Employee Referral	3	3	1
		Referral - Manager Referral	1	1	1
250496BR	Commercial Contracts Spec Exempt	Website - External Career Site	87	4	0
		Direct Sourcing - Other	1	1	1
250508BR	Network Engineer I Exempt	Website - External Career Site	53	0	0
		Contractor - Conversion	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
250559BR	Sup, Business Sales Exempt	Website - External Career Site	12	0	0
		Internet - Indeed	1	1	1
250602BR	Business Planning Analyst Exempt	Website - External Career Site	34	0	0
		Direct Sourcing - ATS	1	1	1
		Referral - Employee Referral	1	1	1
250686BR	Business Systems Analyst Exempt	Website - External Career Site	25	0	0
		Internet - Other	1	1	1
250695BR	Accounts Payable Specialist Nonexempt	Website - External Career Site	178	1	0
		Direct Sourcing - Agency	1	1	1
250696BR	CAFM System Specialist Nonexempt	Website - External Career Site	33	1	0
		Referral - Manager Referral	1	1	1
250974BR	Human Resources Generalist Exempt	Website - External Career Site	52	2	0
		Direct Sourcing - ATS	1	1	1
250982BR	Traffic Workforce Analyst Exempt	Website - External Career Site	47	1	0
		Internet - Indeed	1	1	1
251036BR	Payroll Specialist Nonexempt	Website - External Career Site	128	6	1
251043BR	HR Project Manager Exempt	Website - External Career Site	76	3	0
		Direct Sourcing - LinkedIn	1	1	1
251044BR	Sr Project Manager Exempt	Website - External Career Site	92	0	0
		Contractor - Conversion	1	1	1
251063BR	Treasury Specialist Nonexempt	Website - External Career Site	24	1	1
251073BR	Sr Systems Support Specialist Exempt	Website - External Career Site	38	1	0
		Former Employee - Rehire	1	1	1
251097BR	Sr Principal Technologist Exempt	Website - External Career Site	19	1	0
		Referral - Employee Referral	1	1	1
251117BR	Business Systems Analyst Exempt	Website - External Career Site	58	0	0
		Contractor - Conversion	1	1	1
251119BR	Java Developer Exempt	Website - External Career Site	30	1	1
		Contractor - Conversion	1	1	1
251126BR	Sr Java Developer Exempt	Website - External Career Site	8	0	0
		Direct Sourcing - Agency	1	1	1
251132BR	Sr Application Administrator Exempt	Website - External Career Site	7	0	0
		Contractor - Conversion	1	1	1
251142BR	Solutions Architect Exempt	Website - External Career Site	10	2	0
		Contractor - Conversion	1	1	1
251208BR	Sr Dir, Multimedia Exempt	Website - External Career Site	53	5	0
		Direct Sourcing - ATS	1	1	1
251208BR	Sr Instructional Designer Exempt	Website - External Career Site	9	0	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
251254BR		Contractor - Conversion	1	1	1
	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	356	0	0
		Internet - Indeed	25	17	17
		Campaign - Indeed	1	1	1
251268BR					
	Application Developer Exempt				
		Website - External Career Site	60	2	0
		Contractor - Conversion	1	1	1
251338BR					
	Intern Nonexempt				
		Website - External Career Site	78	1	0
		Internet - Google	1	1	1
251450BR					
	Intern Nonexempt				
		Website - External Career Site	68	2	0
		Internet - Google	1	1	1
251453BR					
	Intern Nonexempt				
		Website - External Career Site	359	5	0
		Internet - LinkedIn	1	1	1
251459BR					
	Sr Systems Analyst-Ops Exempt				
		Website - External Career Site	7	0	0
		Contractor - Conversion	1	1	1
251489BR					
	Cust Intell & Insight Analyst Exempt				
		Website - External Career Site	15	0	0
		Contractor - Conversion	1	1	1
251490BR					
	Data Scientist Exempt				
		Website - External Career Site	24	0	0
		Contractor - Conversion	1	1	1
251503BR					
	Associate Business Analyst Exempt				
		Website - External Career Site	205	8	2
251555BR					
	Mgr, Mktg & Creative Strategy Exempt				
		Website - External Career Site	47	1	0
		Internet - LinkedIn	1	1	1
251594BR					
	Mgr, L&D Knowledge Content Exempt				
		Website - External Career Site	10	0	0
		Direct Sourcing - ATS	1	1	1
251597BR					
	Mgr, Curriculum Development Exempt				
		Website - External Career Site	24	1	1
251606BR					
	Sales & Marketing Associate Exempt				
		Website - External Career Site	17	1	0
		Referral - Employee Referral	1	1	1
251698BR					
	Technical Analyst II Exempt				
		Website - External Career Site	30	0	0
		Contractor - Conversion	1	1	1
251741BR					
	L&D Content Quality Specialist Exempt				
		Website - External Career Site	40	4	0
		Direct Sourcing - ATS	1	1	1
251796BR					
	Credit Services Analyst Exempt				
		Website - External Career Site	15	1	1
251821BR					
	Physical Security Officer Nonexempt				
		Website - External Career Site	77	4	0
		Referral - Employee Referral	1	1	1
251842BR					
	Dir, Corporate Security Exempt				
		Website - External Career Site	137	3	0
		Referral - Manager Referral	1	1	1
251847BR					
	Gov Affairs Specialist Exempt				
		Website - External Career Site	47	0	0
		Former Employee - Rehire	1	1	1
251891BR					
	Credit Services Analyst Exempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
251893BR	Cust Intell & Insight Analyst Exempt	Website - External Career Site	64	11	0
		Internet - Indeed	1	1	1
251912BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	4	0	0
		Contractor - Conversion	1	1	1
251948BR	Intern Nonexempt	Website - External Career Site	283	0	0
		Internet - Indeed	13	7	10
251954BR	Intern Nonexempt	Website - External Career Site	93	1	0
		Referral - Manager Referral	1	1	1
251956BR	Intern Nonexempt	Website - External Career Site	107	2	0
		Internet - Google	1	1	1
251965BR	Intern Nonexempt	Organization - Diversity	1	1	1
		Website - External Career Site	140	1	0
252032BR	Employee Svcs Center Rep Nonexempt	Referral - Manager Referral	1	1	1
		Website - External Career Site	450	0	0
252049BR	Recruiter II Exempt	College - Campus Recruiting	1	1	0
		Internet - Glassdoor.com	1	1	1
252058BR	Offline Customer Support I Nonexempt	Website - External Career Site	142	1	0
		Contractor - Conversion	2	2	2
252177BR	Systems Engineer IV Exempt	Website - External Career Site	23	7	0
		Direct Sourcing - Recruiter Networking	1	1	1
252280BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	119	2	0
		Internal - Internal Hire	3	3	3
252291BR	Intern Nonexempt	Campaign - Indeed	2	2	2
		Referral - Employee Referral	2	2	2
252368BR	Sr Program Manager Exempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	452	0	0
252408BR	Systems Support Specialist Nonexempt	Internet - Indeed	25	10	19
		Website - External Career Site	40	1	1
252420BR	Network Engineer III Exempt	Website - External Career Site	33	0	0
		Contractor - Conversion	1	1	1
252425BR	Recruiter I Exempt	Website - External Career Site	223	1	0
		Contractor - Conversion	1	1	1
252436BR	Systems Analyst-Ops Exempt	Website - External Career Site	137	5	0
		Direct Sourcing - Recruiter Networking	1	1	0
252466BR	Facilities Assistant II Nonexempt	Internet - Other	1	1	1
		Website - External Career Site	11	2	0
252496BR		Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	46	0	0
		Contractor - Conversion	1	1	1
		Website - External Career Site	335	7	2

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
252499BR	L&D Writer II Exempt	Website - External Career Site	30	0	0
		Contractor - Conversion	1	1	1
252502BR	Associate Project Manager Exempt	Website - External Career Site	165	3	0
		Contractor - Conversion	1	1	1
252590BR	Business Analyst - Cust Ops Exempt	Website - External Career Site	41	3	0
		Direct Sourcing - ATS	1	1	1
252593BR	Leadership Development Spec Exempt	Website - External Career Site	59	1	1
252603BR	Project Manager Exempt	Website - External Career Site	29	0	0
		Contractor - Conversion	1	1	1
252831BR	Service Delivery Analyst II Exempt	Website - External Career Site	34	0	0
		Internet - Indeed	1	1	1
252840BR	Intern Nonexempt	Website - External Career Site	69	2	0
		Referral - Employee Referral	1	1	1
252923BR	Reward & Recognition Analyst Exempt	Website - External Career Site	45	2	0
		Referral - Employee Referral	1	1	1
252990BR	L&D Writer II Exempt	Website - External Career Site	22	2	1
253041BR	Accounts Payable Specialist Nonexempt	Website - External Career Site	441	5	0
		Direct Sourcing - LinkedIn	1	1	1
253077BR	Sr Mgr, Communications Exempt	Website - External Career Site	29	3	1
253088BR	Traffic Workforce Analyst Exempt	Website - External Career Site	43	0	0
		Internal - Internal Hire	1	1	1
		Internet - Indeed	1	1	1
253167BR	Field Technician I Nonexempt	Website - External Career Site	67	6	0
		Internet - Indeed	3	3	3
		Internal - Internal Hire	1	1	1
253241BR	Paralegal II Nonexempt	Website - External Career Site	47	2	0
		Referral - Manager Referral	1	1	1
253348BR	Sales & Marketing Associate Exempt	Website - External Career Site	47	2	0
		Former Employee - Rehire	1	1	1
253356BR	BI App Developer III Exempt	Website - External Career Site	1	0	0
		Contractor - Conversion	1	1	1
253361BR	BI Analyst II Exempt	Website - External Career Site	7	0	0
		Contractor - Conversion	1	1	1
253369BR	BI ETL Developer III Exempt	Website - External Career Site	6	0	0
		Contractor - Conversion	1	1	1
253449BR	BI Analyst I Exempt	Website - External Career Site	85	2	0
		Direct Sourcing - LinkedIn	1	1	1
	Project Manager Exempt	Website - External Career Site	21	0	0

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
253541BR		Contractor - Conversion	1	1	1
	BI Architect II Exempt				
		Website - External Career Site	2	0	0
		Contractor - Conversion	1	1	1
253677BR					
	Lead Software Developer Exempt				
		Website - External Career Site	6	0	0
		Contractor - Conversion	1	1	1
253686BR					
	Project Manager Exempt				
		Website - External Career Site	15	0	0
		Contractor - Conversion	1	1	1
253826BR					
	Paralegal I Nonexempt				
		Website - External Career Site	72	1	0
		Referral - Manager Referral	1	1	1
253840BR					
	Sr Compensation Consultant Exempt				
		Website - External Career Site	3	0	0
		Former Employee - Rehire	1	1	1
253842BR					
	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	970	1	0
		Internet - Indeed	55	24	36
253989BR					
	Recruiter I Exempt				
		Website - External Career Site	103	0	0
		Internet - LinkedIn	1	1	1
254006BR					
	Sr Mgr, Mktg & Creative Strat Exempt				
		Website - External Career Site	11	0	0
		Former Employee - Rehire	1	1	1
254009BR					
	L&D Writer II Exempt				
		Website - External Career Site	33	1	0
		Direct Sourcing - ATS	1	1	1
254159BR					
	Assoc Desktop Supp Specialist Nonexempt				
		Website - External Career Site	75	1	0
		Contractor - Conversion	2	2	1
254160BR					
	Business Analyst - Cust Ops Exempt				
		Website - External Career Site	12	0	0
		Contractor - Conversion	1	1	1
254165BR					
	Assoc Desktop Supp Specialist Nonexempt				
		Website - External Career Site	197	1	0
		Campaign - Indeed	1	1	1
254265BR					
	Employee Svcs Center Rep Nonexempt				
		Website - External Career Site	215	2	1
		Contractor - Conversion	1	1	1
254325BR					
	HR Coordinator Nonexempt				
		Website - External Career Site	392	7	0
		Internet - Indeed	2	2	1
254334BR					
	Business Analyst - Cust Ops Exempt				
		Website - External Career Site	39	0	0
		Contractor - Conversion	1	1	1
254336BR					
	Call Center Technology Analyst Exempt				
		Website - External Career Site	22	1	0
		Contractor - Conversion	1	1	1
254338BR					
	Call Center Technology Analyst Exempt				
		Website - External Career Site	38	2	0
		Direct Sourcing - ATS	1	1	1
254395BR					
	Sr Dir, Mktg&Creative Strategy Exempt				
		Website - External Career Site	20	0	0
		Referral - Employee Referral	1	1	1
254413BR					
	Sr Comm Business Analyst Exempt				
		Website - External Career Site	59	6	1
254420BR					

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
254427BR	Mgr, Comm Systems Development Exempt	Website - External Career Site	26	2	0
		Internal - Internal Hire	1	1	1
		Internet - LinkedIn	1	1	1
254440BR	Mgr, Comm Systems Operations Exempt	Website - External Career Site	20	2	0
		Former Employee - Rehire	1	1	1
254471BR	Mgr, Comm Systems Delivery Exempt	Website - External Career Site	53	7	1
		Internal - Internal Hire	1	1	1
254566BR	Dir, Database Mktg & Campaign Exempt	Website - External Career Site	6	0	0
		Contractor - Conversion	1	1	1
254642BR	Employee Svcs Center Analyst Exempt	Website - External Career Site	108	5	1
254644BR	Desktop Support Specialist Nonexempt	Website - External Career Site	82	5	1
254645BR	Application Developer Exempt	Website - External Career Site	5	0	0
		Contractor - Conversion	1	1	1
254672BR	Sr Application Developer Exempt	Contractor - Conversion	4	4	3
		Website - External Career Site	2	1	0
254681BR	Sr Dir, Supply Chain Operation Exempt	Website - External Career Site	138	3	0
		Referral - Manager Referral	1	1	1
254710BR	Marketing Manager Exempt	Website - External Career Site	8	0	0
		Contractor - Conversion	1	1	1
254738BR	GVP, Policy Communications Exempt	Website - External Career Site	1	0	0
		Direct Sourcing - Other	1	1	1
254752BR	Sr Application Developer Exempt	Contractor - Conversion	2	2	2
254816BR	Application Developer Exempt	Website - External Career Site	9	1	0
		Contractor - Conversion	2	2	2
254824BR	Field Technician II Nonexempt	Former Employee - Rehire	1	1	1
254862BR	Sr Backup Administrator Exempt	Website - External Career Site	12	0	0
		Contractor - Conversion	1	1	1
255047BR	Sr Compensation Analyst Exempt	Website - External Career Site	25	1	0
		Direct Sourcing - LinkedIn	1	1	1
255062BR	Field Technician I Nonexempt	Website - External Career Site	109	8	0
		Internet - Indeed	3	3	1
		Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	1
255063BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	703	5	0
		Internet - Indeed	39	16	28
		Job Fair - Internal	1	1	1
255072BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	763	4	0
		Internet - Indeed	50	20	35
		Internal - Internal Hire	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
255117BR	Recruiter II Exempt	Website - External Career Site	30	3	0
		Direct Sourcing - LinkedIn	1	1	1
255125BR	Administrative Assistant Nonexempt	Website - External Career Site	57	1	1
255132BR	Project Manager Exempt	Website - External Career Site	22	0	0
		Contractor - Conversion	1	1	1
255195BR	Lead Software Developer Exempt	Website - External Career Site	6	0	0
		Contractor - Conversion	1	1	1
255203BR	Assoc Help Desk Support Spec Nonexempt	Website - External Career Site	43	2	0
		Contractor - Conversion	1	1	1
255271BR	QA Lead Exempt	Website - External Career Site	66	0	0
		Contractor - Conversion	1	1	1
255330BR	L&D Writer II Exempt	Website - External Career Site	47	4	0
		Direct Sourcing - ATS	1	1	1
255369BR	Assoc System Administrator Exempt	Website - External Career Site	29	0	0
		Contractor - Conversion	2	2	2
255417BR	Sr Application Developer Exempt	Website - External Career Site	3	1	1
		Contractor - Conversion	1	1	1
		Referral - Manager Referral	1	1	1
255620BR	BI Analyst I Exempt	Website - External Career Site	49	0	0
		Contractor - Conversion	1	1	1
255672BR	Business Analyst Exempt	Website - External Career Site	110	6	1
255762BR	Sr Human Resources Generalist Exempt	Website - External Career Site	137	4	0
		Direct Sourcing - Other	1	1	1
255794BR	Human Resources Generalist Exempt	Website - External Career Site	78	5	1
255887BR	Facilities Coordinator Nonexempt	Website - External Career Site	44	0	0
		Referral - Employee Referral	1	1	1
255944BR	Principal Billing Analyst Exempt	Website - External Career Site	2	2	0
		Direct Sourcing - ATS	1	1	1
256057BR	Dir, State Government Affairs Exempt	Website - External Career Site	74	4	0
		Direct Sourcing - Recruiter Networking	1	1	1
256143BR	Purchasing Coordinator Nonexempt	Website - External Career Site	19	1	0
		Contractor - Conversion	1	1	1
256205BR	VP, Plant Rgltry Strat & Dply Exempt	Website - External Career Site	20	0	0
		Direct Sourcing - LinkedIn	1	1	1
256249BR	Instructional Designer Exempt	Website - External Career Site	17	0	0
		Direct Sourcing - ATS	1	1	1
	Sr Financial Analyst Exempt	Website - External Career Site	27	0	0
		Contractor - Conversion	1	1	1

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
256270BR	Sr Storage Administrator Exempt	Website - External Career Site	15	0	0
		Contractor - Conversion	1	1	1
256293BR	Software Developer Exempt	Website - External Career Site	31	0	0
		Contractor - Conversion	4	4	4
256302BR	Accounts Payable Specialist Nonexempt	Website - External Career Site	151	4	1
256305BR	Accounts Payable Specialist Nonexempt	Website - External Career Site	88	0	0
		Contractor - Conversion	1	1	1
256308BR	Mgr, Data & Reporting Exempt	Website - External Career Site	34	0	0
		Contractor - Conversion	1	1	1
256326BR	Lead Instructional Designer Exempt	Website - External Career Site	12	1	1
256378BR	Mgr, Human Resources Exempt	Website - External Career Site	12	0	0
		Direct Sourcing - Other	1	1	1
256485BR	Cybersecurity Engineer Exempt	Website - External Career Site	29	4	1
256498BR	Service Delivery Analyst II Exempt	Website - External Career Site	137	2	1
256649BR	Administrative Assistant Nonexempt	Website - External Career Site	187	0	0
		Contractor - Conversion	1	1	1
256663BR	Assoc Technical Specialist Nonexempt	Website - External Career Site	38	0	0
		Internet - Other	1	1	1
256678BR	Business Analyst - Cust Ops Exempt	Website - External Career Site	9	0	0
		Contractor - Conversion	1	1	1
256680BR	Business Analyst - Cust Ops Exempt	Website - External Career Site	6	0	0
		Contractor - Conversion	1	1	1
256796BR	Sr Data & Reporting Analyst Exempt	Website - External Career Site	48	0	0
		Contractor - Conversion	2	2	2
256801BR	BI ETL Developer II Exempt	Website - External Career Site	25	0	0
		Contractor - Conversion	1	1	1
256837BR	Sr Mgr, Process Analysis Exempt	Website - External Career Site	31	0	0
		Direct Sourcing - LinkedIn	1	1	1
256890BR	Business Sales Representative Nonexempt	Website - External Career Site	87	18	0
		Referral - Employee Referral	9	9	5
		Campaign - Indeed	3	3	2
		Internet - Indeed	3	3	1
		Internet - Google	1	1	1
256909BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	385	2	0
		Internet - Indeed	16	4	12
256910BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	440	2	0
		Internet - Indeed	29	12	17
256925BR	Business Analyst - Cust Ops Exempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
256934BR	Project Manager Exempt	Website - External Career Site	32	1	0
		Former Employee - Rehire	1	1	1
256941BR	Sr Credit Services Analyst Exempt	Website - External Career Site	63	1	0
		Internet - LinkedIn	1	1	1
256955BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site	7	1	1
		Direct Sourcing - Indeed	1	1	0
256972BR	Business Planning Analyst Exempt	Website - External Career Site	190	42	1
		Internet - Indeed	23	23	11
		Referral - Employee Referral	8	8	6
		Campaign - Indeed	8	8	5
		Direct Sourcing - Indeed	6	6	3
		Internet - Facebook.com	2	2	2
257031BR	Intern Nonexempt	Website - External Career Site	4	0	0
		Referral - Employee Referral	1	1	1
257046BR	Recruiting Ops Specialist Exempt	Website - External Career Site	83	0	0
		Organization - Diversity	1	1	1
257122BR	Release Analyst Exempt	Website - External Career Site	217	5	1
257152BR	Sr QA Analyst Exempt	Website - External Career Site	16	0	0
		Contractor - Conversion	4	4	1
257173BR	Dir, Sr Counsel Exempt	Website - External Career Site	234	0	0
		Contractor - Conversion	1	1	1
257205BR	Intern Nonexempt	Website - External Career Site	32	0	0
		Direct Sourcing - ATS	1	1	1
257212BR	Intern Nonexempt	Website - External Career Site	243	0	0
		Referral - Employee Referral	1	1	1
257222BR	Intern Nonexempt	Website - External Career Site	136	0	0
		Referral - Employee Referral	1	1	1
257234BR	Intern Nonexempt	Website - External Career Site	28	0	0
		Internet - LinkedIn	1	1	1
257236BR	Intern Nonexempt	Website - External Career Site	52	1	0
		Internet - LinkedIn	1	1	1
257238BR	Intern Nonexempt	Website - External Career Site	860	0	0
		Referral - Employee Referral	1	1	1
257275BR	Intern Nonexempt	Website - External Career Site	87	0	0
		Internet - Google	1	1	1
257288BR	Financial Analyst Exempt	Website - External Career Site	625	1	0
		College - Campus Recruiting	1	1	1
257325BR	Sup, IT Exempt	Website - External Career Site	100	0	0
		Former Employee - Rehire	1	1	1
		Website - External Career Site	61	0	0
		Contractor - Conversion	1	1	1

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
257386BR	Executive Assistant Nonexempt	Website - External Career Site	72	2	1
257403BR	Sr Application Administrator Exempt	Website - External Career Site	12	1	0
		Contractor - Conversion	2	2	2
257457BR	Mgr, Field Ops Process Mgmt Exempt	Website - External Career Site	4	0	0
		Referral - Employee Referral	1	1	1
257485BR	Mgr, Customer Service Exempt	Website - External Career Site	94	1	0
		Internet - Other	1	1	1
257533BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site	130	39	9
		Internet - Indeed	13	13	7
		Referral - Employee Referral	9	9	5
		Contractor - Conversion	1	1	1
		Internet - Monster	1	1	1
		Campaign - Indeed	1	1	1
		Direct Sourcing - Indeed	1	1	0
		Internet - LinkedIn	1	1	1
257537BR	Assoc Software Developer Exempt	Website - External Career Site	35	0	0
		Contractor - Conversion	1	1	1
257569BR	Sr Dir, Finance Exempt	Website - External Career Site	56	1	0
		Direct Sourcing - Sourcing Specialist	1	1	1
257575BR	Sr Instructional Designer Exempt	Website - External Career Site	128	11	0
		Direct Sourcing - LinkedIn	1	1	1
257599BR	Sr Ent Product Manager Exempt	Website - External Career Site	13	0	0
		Contractor - Conversion	1	1	1
257600BR	Sr Marketing Manager Exempt	Website - External Career Site	9	0	0
		Internet - LinkedIn	1	1	1
257603BR	VP, Benefits Exempt	Website - External Career Site	31	0	0
		Direct Sourcing - ATS	1	1	1
257624BR	Intern Nonexempt	Website - External Career Site	99	0	0
		Internet - Indeed	1	1	1
257635BR	Project Manager Exempt	Website - External Career Site	27	0	0
		Contractor - Conversion	1	1	1
257729BR	Field Technician I Nonexempt	Website - External Career Site	68	7	1
257786BR	Payroll Specialist Nonexempt	Website - External Career Site	63	3	1
257834BR	Intern Nonexempt	Website - External Career Site	175	6	0
		Job Fair - External	2	2	2
257836BR	Intern Nonexempt	Website - External Career Site	20	1	0
		Job Fair - External	1	1	1
257839BR	Intern Nonexempt	Website - External Career Site	132	5	0
		Direct Sourcing - ATS	1	1	1
257842BR	Intern Nonexempt				

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
257843BR	Intern Nonexempt	Website - External Career Site	35	1	0
		Job Fair - External	1	1	1
257845BR	Intern Nonexempt	Website - External Career Site	28	1	0
		Job Fair - External	1	1	1
257846BR	Intern Nonexempt	Website - External Career Site	60	2	0
		Job Fair - External	1	1	1
257848BR	Intern Nonexempt	Website - External Career Site	29	0	0
		Job Fair - External	1	1	1
257869BR	Intern Nonexempt	Website - External Career Site	42	4	0
		Job Fair - External	1	1	1
257871BR	Intern Nonexempt	Website - External Career Site	31	4	0
		Job Fair - External	1	1	1
257901BR	Sup, Customer Service Exempt	Website - External Career Site	31	4	0
		Job Fair - External	1	1	1
258016BR	Network Engineer II Exempt	Website - External Career Site	32	0	0
		Internet - Indeed	1	1	1
258149BR	Dir, Finance Exempt	Website - External Career Site	36	0	0
		Contractor - Conversion	1	1	1
258205BR	Accounts Payable Specialist Nonexempt	Website - External Career Site	28	2	0
		Former Employee - Rehire	1	1	1
258216BR	Lead Software Developer Exempt	Website - External Career Site	117	0	0
		Direct Sourcing - Other	1	1	1
258228BR	Dir, HR Communications Exempt	Website - External Career Site	3	0	0
		Contractor - Conversion	1	1	1
258293BR	Recruitment Marketing Spec Exempt	Website - External Career Site	79	0	0
		Direct Sourcing - Recruiter Networking	1	0	1
258339BR	Paralegal II Nonexempt	Website - External Career Site	165	6	2
		Referral - Employee Referral	1	1	1
258412BR	Physical Security Officer Nonexempt	Website - External Career Site	29	5	0
		Referral - Employee Referral	1	1	1
258415BR	Mgr, Security Exempt	Website - External Career Site	118	4	3
		Referral - Manager Referral	1	0	1
258508BR	Sr Business Systems Analyst Exempt	Website - External Career Site	106	0	0
		Referral - Manager Referral	1	0	1
258597BR	Intern Nonexempt	Website - External Career Site	50	5	0
		Contractor - Conversion	1	1	1
258608BR	Sup, Business Sales Exempt	Website - External Career Site	47	2	0
		Direct Sourcing - Line Networking	2	2	2
		Job Fair - Diversity	1	1	1
		Website - External Career Site	26	2	0
		Referral - Employee Referral	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
258667BR	Sup, Customer Service Exempt	Website - External Career Site	56	1	1
258671BR	Credit Services Analyst Exempt	Website - External Career Site	8	1	1
258813BR	Sr Mgr, Mktg & Creative Strat Exempt	Website - External Career Site	20	1	0
258821BR	Intern Nonexempt	Internet - Google	1	1	1
258823BR	Accountant Exempt	Website - External Career Site	57	1	0
258941BR	Instructional Designer Exempt	College - Campus Recruiting	1	1	1
258949BR	Sr Service Delivery Analyst Exempt	Website - External Career Site	54	0	0
258985BR	Employee Svcs Center Rep Nonexempt	Internet - Other	1	1	1
259040BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	39	3	0
259043BR	Rep 1, Cust Svc Billing Nonexempt	Direct Sourcing - ATS	1	1	1
259060BR	Paralegal I Nonexempt	Website - External Career Site	1	0	0
259068BR	Software Developer Exempt	Former Employee - Rehire	1	1	1
259072BR	Sr Software Developer Exempt	Website - External Career Site	221	2	1
259150BR	Intern Nonexempt	Website - External Career Site	596	1	0
259158BR	Traffic Workforce Analyst Exempt	Internet - Indeed	1	1	1
259343BR	Sr Mgr, Business Planning Exempt	Website - External Career Site	941	1	0
259411BR	Application Developer Exempt	Internet - Indeed	9	9	4
259417BR	Sr Application Developer Exempt	Campaign - Indeed	2	2	1
259476BR	Mgr, Commercial Contracts Exempt	Website - External Career Site	29	1	1
259572BR	Lead Applications Developer Exempt	Website - External Career Site	173	0	0
		Contractor - Conversion	3	3	3
		Website - External Career Site	42	0	0
		Contractor - Conversion	4	4	3
		Website - External Career Site	196	0	0
		Internet - Indeed	1	1	1
		Website - External Career Site	26	2	0
		Internet - Indeed	1	1	1
		Website - External Career Site	5	0	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	19	0	0
		Contractor - Conversion	1	1	1
		Website - External Career Site	9	0	0
		Contractor - Conversion	1	1	1
		Website - External Career Site	28	1	0
		Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	1	0	0
		Contractor - Conversion	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
259574BR	Sr Dir, Spectrum Enterprise Exempt	Former Employee - Rehire	1	1	0
259577BR	Offline Customer Support I Nonexempt	Website - External Career Site	420	7	0
		Internet - Indeed	18	18	16
		Internal - Internal Hire	1	1	1
259671BR	Sr Software Developer Exempt	Website - External Career Site	5	0	0
		Contractor - Conversion	1	1	1
259702BR	BI ETL Developer II Exempt	Website - External Career Site	13	0	0
		Contractor - Conversion	2	2	2
259706BR	VP, Business Intelligence Exempt	Direct Sourcing - Other	1	1	1
259846BR	Sr Dir, Human Resources Exempt	Website - External Career Site	135	2	0
		Direct Sourcing - ATS	1	0	1
259858BR	Mgr, Business Planning Exempt	Website - External Career Site	23	0	0
		Referral - Employee Referral	1	1	1
259867BR	Project Manager Exempt	Website - External Career Site	32	5	0
		Direct Sourcing - LinkedIn	1	1	1
259868BR	Intern Nonexempt	Website - External Career Site	31	0	0
		College - Campus Recruiting	1	1	1
259906BR	Project Manager Exempt	Website - External Career Site	16	0	0
		Contractor - Conversion	1	1	1
259907BR	Project Manager Exempt	Website - External Career Site	18	0	0
		Contractor - Conversion	1	1	1
260019BR	Sup, Customer Service Exempt	Website - External Career Site	127	0	0
		Internet - Indeed	1	1	1
260043BR	Ent Billing Assurance Coord II Nonexempt	Website - External Career Site	29	3	0
		Contractor - Conversion	1	1	1
260175BR	Intern Nonexempt	Website - External Career Site	86	0	0
		Internet - LinkedIn	1	1	1
260248BR	VP, Business Transformation Exempt	Former Employee - Rehire	1	1	1
260463BR	Sr Mgr, Software Development Exempt	Website - External Career Site	5	0	0
		Contractor - Conversion	1	1	1
260508BR	Systems Engineer IV Exempt	Website - External Career Site	13	2	0
		Direct Sourcing - Agency	1	1	1
260556BR	Marketing Manager Exempt	Website - External Career Site	358	7	0
		Direct Sourcing - ATS	1	1	1
260565BR	Associate Business Analyst Exempt	Website - External Career Site	106	0	0
		Contractor - Conversion	1	1	1
260566BR	Associate Business Analyst Exempt	Website - External Career Site	41	5	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Internal - Internal Hire	1	1	1
260614BR	Sr Accounts Payable Specialist Nonexempt				
		Website - External Career Site	60	4	0
		Internet - Indeed	1	0	1
260669BR	Instructional Designer Exempt				
		Website - External Career Site	60	2	0
		Direct Sourcing - ATS	1	1	1
260671BR	Instructional Designer Exempt				
		Website - External Career Site	41	0	0
		Direct Sourcing - ATS	1	1	1
260674BR	Instructional Designer Exempt				
		Website - External Career Site	38	6	0
		Direct Sourcing - ATS	1	1	1
260793BR	Cost Analyst Exempt				
		Website - External Career Site	23	2	0
		Direct Sourcing - ATS	1	1	1
260814BR	Residential Inbound Sales Rep Nonexempt				
		Website - External Career Site	162	29	6
		Internet - Indeed	15	15	8
		Referral - Employee Referral	3	3	2
		Former Employee - Rehire	2	2	2
		Internal - Internal Hire	1	1	1
260885BR	Dir, Business Planning Exempt				
		Website - External Career Site	67	1	0
		Direct Sourcing - ATS	1	1	1
260963BR	Sr Tax Accountant-Emp Tax Exempt				
		Website - External Career Site	19	3	1
260993BR	Dir, Corporate Security Exempt				
		Website - External Career Site	60	1	1
261018BR	BI ETL Developer II Exempt				
		Website - External Career Site	16	0	0
		Contractor - Conversion	1	1	1
261069BR	Intern Nonexempt				
		Website - External Career Site	442	0	0
		Internet - Indeed	1	1	1
261073BR	Residential Inbound Sales Rep Nonexempt				
		Website - External Career Site	46	4	0
		Internet - Indeed	9	9	6
		Referral - Employee Referral	2	2	1
		Internet - Facebook.com	1	1	1
261126BR	Mgr, Data & Reporting Exempt				
		Website - External Career Site	10	0	0
		Contractor - Conversion	1	1	1
261151BR	Sr Business Analyst Exempt				
		Website - External Career Site	14	0	0
		Referral - Employee Referral	1	1	1
261166BR	Sr Supply Chain Mgmt Analyst Exempt				
		Website - External Career Site	32	3	0
		Internet - LinkedIn	1	1	1
261195BR	Business Analyst Exempt				
		Website - External Career Site	177	6	0
		Contractor - Conversion	2	2	2
261245BR	Assoc Help Desk Support Spec Nonexempt				
		Website - External Career Site	99	3	0
		Contractor - Conversion	1	1	1
261313BR	HFC Designer I Nonexempt				
		Website - External Career Site	7	0	1
261327BR	Project Manager Exempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
261496BR	Sr Database Administrator Exempt	Website - External Career Site	24	0	0
		Contractor - Conversion	1	1	1
261509BR	Employee Svcs Center Rep Nonexempt	Website - External Career Site	28	3	0
		Direct Sourcing - Agency	1	1	1
		Direct Sourcing - Other	1	1	1
261540BR	Sr Mgr, Inclusion Exempt	Website - External Career Site	515	5	0
261603BR	Assoc Application Developer Exempt	Website - External Career Site	48	0	0
		Direct Sourcing - Other	1	1	1
261633BR	Mgr, Call Center Technology Exempt	Website - External Career Site	16	0	0
		Referral - Manager Referral	1	1	1
261645BR	Sr Software Developer Exempt	Website - External Career Site	68	0	0
		Contractor - Conversion	1	1	1
261690BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site	4	0	0
		Contractor - Conversion	1	1	1
		Website - External Career Site	300	61	8
261835BR	Sr Dir, Credit Services-Ops Exempt	Internet - Indeed	20	20	9
		Referral - Employee Referral	9	9	5
		Website - External Career Site	6	1	1
261897BR	Sr Data & Reporting Analyst Exempt	Website - External Career Site	15	0	0
		Direct Sourcing - ATS	1	1	1
261898BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	741	12	1
		Campaign - Indeed	9	9	6
		Internet - Indeed	7	7	7
		Referral - Employee Referral	4	4	4
261899BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	720	11	0
		Campaign - Indeed	12	12	8
		Internet - Indeed	6	6	4
		Referral - Employee Referral	2	2	2
		Internal - Internal Hire	1	1	0
		Internet - Glassdoor.com	1	1	1
261942BR	Transport & Capacity Eng I Exempt	Website - External Career Site	6	1	1
261948BR	Intern Nonexempt	Website - External Career Site	488	0	0
		Referral - Manager Referral	1	1	1
261949BR	Intern Nonexempt	Website - External Career Site	296	0	0
		Referral - Manager Referral	1	1	1
261953BR	Principal Security Engineer I Exempt	Website - External Career Site	3	0	0
		Contractor - Conversion	1	1	1
261970BR	Project Manager Exempt	Website - External Career Site	56	0	0
		Contractor - Conversion	1	1	1
261973BR	Sr Business Analyst Exempt	Website - External Career Site	89	0	0
		Contractor - Conversion	1	1	1
262025BR	Sr Commercial Contracts Spec Exempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
262055BR		Website - External Career Site	10	1	0
		Contractor - Conversion	1	1	1
262231BR	Accountant Exempt	Website - External Career Site	253	2	1
262307BR	Mgr, Customer Communications Exempt	Website - External Career Site	99	2	0
		Former Employee - Rehire	1	1	1
262327BR	Executive Assistant to EVP Exempt	Website - External Career Site	119	0	0
		Referral – Manager Referral	1	1	1
262350BR	Systems Support Specialist Nonexempt	Website - External Career Site	93	0	0
		Contractor - Conversion	1	1	1
262609BR	Project Manager Exempt	Website - External Career Site	85	0	0
		Contractor - Conversion	1	1	1
262646BR	Intern Nonexempt	Website - External Career Site	83	0	0
		College - Campus Recruiting	1	1	1
262800BR	Mgr, Bus & App Analysis-Ops Exempt	Website - External Career Site	59	3	0
		Direct Sourcing - ATS	1	1	1
262871BR	Sr Application Developer Exempt	Contractor - Conversion	1	1	1
262883BR	Accountant Exempt	Website - External Career Site	34	0	0
		Internet - Indeed	1	0	1
262884BR	Mgr, Data & Reporting Exempt	Website - External Career Site	33	0	0
		Contractor - Conversion	2	2	2
262960BR	Mgr, Employee Svcs Center Exempt	Website - External Career Site	72	0	0
		Direct Sourcing - LinkedIn	1	0	1
262962BR	Sr Data & Reporting Analyst Exempt	Website - External Career Site	54	0	0
		Contractor - Conversion	2	2	2
263101BR	Sr Data & Reporting Analyst Exempt	Website - External Career Site	101	0	0
		Contractor - Conversion	1	1	1
263547BR	Employee Svcs Center Rep Nonexempt	Website - External Career Site	322	0	0
	Purchasing Coordinator Nonexempt	Website - External Career Site	5	0	0
		Contractor - Conversion	1	1	1
Grand Total			45490	2840	1241