

## 2021 FCC Unit Structure

### FCC Unit: 13529 Eastern Florida

Address	City	State	Postal Zip Code
2323 North State Street	Bunnell	FL	32110
1315-C Cornerstone Blvd	Daytona Beach	FL	32114
1475 S. Nova Rd.	Daytona Beach	FL	32114
1655 SR 472	Deland	FL	32724
1375-1381 South Babcock Street	Melbourne	FL	32901
1420 N Harbor City Blvd	Melbourne	FL	32935
2251 Town Center Ave.	Melbourne	FL	32940
720 Magnolia Avenue	Melbourne	FL	32935
901 Pegasus Ct	Melbourne	FL	32901
2795 Enterprise Road	Orange City	FL	32763
1280 W Granada Blvd	Ormond Beach	FL	32174
333 West Granada Blvd	Ormond Beach	FL	32174
250 Palm Coast Parkway NE	Palm Coast	FL	32137
5509 South Williamson Blvd	Port Orange	FL	32128
728 Cheney Highway	Titusville	FL	32780
3316 Breslay Dr	Viera	FL	32940
4311 Norfolk Pkwy	West Melbourne	FL	32904

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

**SECTION I IDENTIFYING INFORMATION**

A. Name of Operator:

TIME WARNER CABLE

MSO Name:

CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address

7910 CRESCENT EXECUTIVE DRIVE

City

CHARLOTTE

State

NC

Zip Code

28217-

E-Mail Address (if available)

JENNIFER.GOAD@CHARTER.COM

FCC Registration Number:

Emp. Unit ID # 13529

**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

BREVARD, FL

D. Category of Respondent (check applicable box)

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

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

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

**SECTION II COMMUNITY INFORMATION**

## System Communities Comprising Local Employment Unit

Ident No.

Name of Community

Location (State)

Type

Review the list of communities served on the previous year's submission and attach as Exhibit A any [Exhibit 1] additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS.

**SECTION III EEO POLICY AND PROGRAM REQUIREMENTS**

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

[Exhibit 2]

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

#### SECTION IV ADDITIONAL INFORMATION

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


[Exhibit 3]

#### SECTION V CERTIFICATION

This report must be certified as follows:

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

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

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

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

#### Exhibits

# 2020-2021 Recruitment Initiatives

FCC Unit: 13529 Eastern Florida

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

## **Yellow Ribbon National Guard Job Fair**

- January 9, 2021
- Double Tree Hilton Universal Studios- Orlando, FL
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 150 attendees

## **Brazen Veterans Career Fair**

- March 10, 2021
- Virtual
- Charter Representation: Recruiters and Sr Manager
- Targeted Positions: All open positions
- Less than 50 attendees

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

## **Leading a Respectful Workplace**

Employees at this Charter FCC unit participated in the Leading a Respectful Workplace training. Leading a Respectful Workplace is a 3 day class room training that provides Charter's leaders with the skills and insights needed to achieve positive business results and engage employees in ways that inspire their best work. The course emphasizes leadership and legal responsibilities needed in addressing our most compelling and urgent priorities for creating and maintaining a professional, productive, and inclusive work environment. Key Learning Objectives: How leaders' behaviors directly impact business results. How leaders model organizational values and how they can best respond to issues when they come up. How leaders hold employees accountable and coach effectively for optimal performance. How inappropriate behavior can compromise even the most effective leadership practices. How leaders behave when they learn of an employee complaint. How social media impacts today's workplace, and understanding the most effective role for leaders.

## 2021 FCC Outreach Sources

### FCC Unit: 13529 Eastern Florida

Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip
10-13 Club of Northeast, Florida	retmnpdmc2@aol.com	954-977-3880	Po Box 352601	Palm Coast	FL	32135-2601
AARP Foundation - Senior Community Service Employment Program	Vhjudgins@aarp.org	(407) 852-1608	1707 Orlando Central Parkway	Orlando	FL	32809
Agency for Persons with Disabilities - Gainesville	jennifer.valenzuela@apdcare.org	(352) 955-6061	1621 Northeast Waldo Road	Gainesville	FL	32609
Agency for Persons with Disabilities - Orlando	stacie.cleveland@apdcare.org	407-245-0440	400 W Robinson St	Orlando	FL	32801-1736
Agency for Workforce Innovation	shawn.forehand@flaawi.com	850-245-7424	107 East Madison Street	Tallahassee	FL	32399
Brevard County Veterans Services	dennis.vannorsdall@brevardcounty.us	321-633-2012	2725 Judge Fran Jamieson Way	Viera	FL	32940-6605
Brevard County Veterans Services	dennis.vannorsdall@brevardcounty.us	(904) 823-0336	2725 Judge Fran Jamieson Way	Viera	FL	32940-6605
Brevard County Veterans Services	dennis.vannorsdall@brevardcounty.us	941-721-2850	2725 Judge Fran Jamieson Way	Viera	FL	32940-6605
Brevard County Veterans Services	dennis.vannorsdall@brevardcounty.us	(800) 827-1000	2725 Judge Fran Jamieson Way	Viera	FL	32940-6605
Brevard County Veterans Services	dennis.vannorsdall@brevardcounty.us	561-790-7501	2725 Judge Fran Jamieson Way	Viera	FL	32940-6605
Career Center Flagler/Volusia - Palm Coast	joeroberts@careersourcecfv.com	321-394-0540	20 Airport Road	Palm Coast	FL	32164
Career Center Flagler/Volusia - Palm Coast	richardcuebas@careersourcecfv.com	386-561-9569	20 Airport Road	Palm Coast	FL	32164
Career Source Central Florida	dgray@careersourcecfv.com	(407) 531-1227	5784 South Semoran Boulevard	Orlando	FL	32822
Career Source Central Florida	frodiguez@careersourcecfv.com	(407) 531-1227	5784 South Semoran Boulevard	Orlando	FL	32822
CareerSource Brevard - Rockledge	thompson@careersourcecfv.com	321-394-0540	5275 Babcock Street Northeast	Palm Bay	FL	32905
CareerSource Brevard - Rockledge	thompson@careersourcecfv.com	321-394-0540	295 Barnes Boulevard	Rockledge	FL	32955
CareerSource Brevard - Titusville	rsantana@careersourcecfv.com	321-394-0701	3880 South Washington Avenue Suite 214	Titusville	FL	32780
CareerSource Central Florida	aobrien@careersourcecfv.com	407-531-1222 x4716	1563 Florida Mall Avenue	Orlando	FL	32809
CareerSource Central Florida	imurphy@careersourcecfv.com	407-531-1222 x4234	1563 Florida Mall Avenue	Orlando	FL	32809
CareerSource Central Florida	jsafford@careersourcecfv.com	407-531-1222 x4018	1563 Florida Mall Avenue	Orlando	FL	32809
CareerSource Central Florida	kdeendyal@careersourcecfv.com	407-531-1222 x4018	1563 Florida Mall Avenue	Orlando	FL	32809
CareerSource Central Florida	mbliggs@careersourcecfv.com	(407) 705-1555	1563 Florida Mall Avenue	Orlando	FL	32809
CareerSource Central Florida	MMcDaniel@careersourcecfv.com	(407) 705-1555	5784 South Semoran Boulevard	Orlando	FL	32822
CareerSource Central Florida	onroberts@careersourcecfv.com	(407) 705-1555	1563 Florida Mall Avenue	Orlando	FL	32809
CareerSource Central Florida	vdiaz@careersourcecfv.com	(407) 705-1555	1563 Florida Mall Avenue	Orlando	FL	32809
CareerSource Central Florida - West Orange County	jjatton@careersourcecfv.com	407-835-5615	609 North Powers Drive	Orlando	FL	32818
CareerSource Central Florida	kennethorres@careersourcecfv.com	(386) 561-9550	846 Saxon Boulevard	Orange City	FL	32763
CareerSource Central Florida	selinaahmadzadeh@careersourcecfv.com	(386) 561-9550	846 Saxon Boulevard	Orange City	FL	32763
CareerSource Central Florida	Michael.Kiser@vr.fl-doe.org	941-359-7811	3660 N Washington Blvd	Sarasota	FL	34234-6249
Center for the Visually Impaired	rsilverman@cvcicentralflorida.org	386-251-8879	1187 Dunn Ave	Daytona Beach	FL	32114-2403
Conklin Davis Center for the Visually Impaired	sshell@cvcicentralflorida.org	321-631-9791	113 King Street	Cocoa	FL	32922
Disability Solutions for Independent Living	info@dsil.org	386-255-1812	119 S Palmtoe Ave	Daytona Beach	FL	32114-4387
Disabled American Veterans - Florida Chapter 32	fdav32@bellsouth.net	321-259-4827	2265 N Harbor City Blvd	Melbourne	FL	32935-6653
Disabled American Veterans - Florida Chapter 32	fdav32@bellsouth.net	(904) 823-0336	2265 N Harbor City Blvd	Melbourne	FL	32935-6653
Disabled American Veterans - Florida Chapter 32	fdav32@bellsouth.net	941-721-2850	2265 N Harbor City Blvd	Melbourne	FL	32935-6653
Disabled American Veterans - Florida Chapter 32	fdav32@bellsouth.net	(800) 827-1000	2265 N Harbor City Blvd	Melbourne	FL	32935-6653
Disabled American Veterans - Florida Chapter 32	fdav32@bellsouth.net	561-790-7501	2265 N Harbor City Blvd	Melbourne	FL	32935-6653
Disabled American Veterans - Jim Booe #86	lruiz442@att.net	208 6th Street South	Flagler Beach	FL	32136	
Disabled American Veterans - S. Brevard Beaches #129	sorrentinoiregal@aol.com	321-773-7920	1089 South Patrick Dr	Satellite Beach	FL	32937-3901
Disabled American Veterans - S. Brevard Beaches #129	sorrentinoiregal@aol.com	(904) 823-0336	1089 South Patrick Dr	Satellite Beach	FL	32937-3901
Disabled American Veterans - S. Brevard Beaches #129	sorrentinoiregal@aol.com	941-721-2850	1089 South Patrick Dr	Satellite Beach	FL	32937-3901
Disabled American Veterans - S. Brevard Beaches #129	sorrentinoiregal@aol.com	(800) 827-1000	1089 South Patrick Dr	Satellite Beach	FL	32937-3901
Disabled American Veterans - S. Brevard Beaches #129	sorrentinoiregal@aol.com	561-790-7501	1089 South Patrick Dr	Satellite Beach	FL	32937-3901
Division of Vocational Rehabilitation - Cocoa Unit 13A	laura.koursaris@vr.fl-doe.org	321-383-2775	1970 Michigan Avenue	Cocoa	FL	32922
Division of Vocational Rehabilitation - Jacksonville Unit 08G	Thomas.O'Hara@vr.fl-doe.org	(904) 696-5920	2255 Dunn Avenue	Jacksonville	FL	32218
Division of Vocational Rehabilitation - Sanford Unit 12BA	Tamara.Lawyer@vr.fl-doe.org	(407) 328-5777	1450 West 1st Street	Sanford	FL	32771
Division of Vocational Rehabilitation-Area 4	emily.page@vr.fl-doe.org	813-233-3600	1313 N Tampa St	Tampa	FL	33602-3327
Division of Vocational Rehabilitation-Pinellas County 14B and 14C	Lori.Kennison@vr.fl-doe.org	941-721-2850	701 94th Avenue North	St. Petersburg	FL	33702
Division of Vocational Rehabilitation-St. Johns	Thomas.Clemens@vr.fl-doe.org	(904) 797-6250	25 Deltona Blvd	St. Augustine	FL	32086-4203
Division of Vocational Rehabilitation-Volusia County 11A	Cynthia.Tucker@vr.fl-doe.org	(386) 615-6111	210 North Palmetto Avenue	Daytona Beach	FL	32114
Dress for Success Tampa Bay	Tampabay@dressforsuccess.org	(321) 254-3410	1705 N Howard Ave	Tampa	FL	33607-3429
Edward Waters College DUPLICATE	A.Starke@ewc.edu	9044708000	1658 Kings Road	Jacksonville	FL	32209
Employer Partnership of the Armed Forces - Orlando	Rachel.A.Foster.ctr@gmail.com	404-313-2526	9500 Armed Forces Reserve Drive	Orlando	FL	32827
ESGR - Employer Support of the Guard and Reserve - St. Augustine	douglas.h.corbett@us.army.mil	(904) 823-0336	82 Marine Street	St. Augustine	FL	32084
Experience Works - FL	ataylor@experienceworks.org	8134218350	1079 Atlantic Boulevard	Atlantic Beach	FL	32233
Florida Abilities and Inclusion Network, Inc.	efebles@flaglercounty.org	386-313-4014	1769 E Moody Blvd	Bunnell	FL	32110-6355
Florida State Hispanic Chamber of Commerce	Maria.Cherjovsky@FAINinc.org	(407) 676-4900	16877 East Colonial Drive	Orlando	FL	32820
Goodwill Industries of Central Florida	arlen@fshcc.com	561-790-7501	8461 Lake Worth Road	Lake Worth	FL	33467
Goodwill Industries of Central Florida	donna.mcgrath@goodwill-suncoast.com	407-857-0659	4851 Us Highway 1	Rockledge	FL	32955-5418
Goodwill Industries of Central Florida	donna.mcgrath@goodwill-suncoast.com	(904) 823-0336	4851 Us Highway 1	Rockledge	FL	32955-5418
Goodwill Industries of Central Florida	donna.mcgrath@goodwill-suncoast.com	941-721-2850	4851 Us Highway 1	Rockledge	FL	32955-5418
Goodwill Industries of Central Florida	donna.mcgrath@goodwill-suncoast.com	(800) 827-1000	4851 Us Highway 1	Rockledge	FL	32955-5418
Lighthouse for the Blind - Winter Haven	dana.dawson@tampalighthouse.org	(863) 299-3633	206 Avenue D Northwest	Winter Haven	FL	33881
Melbourne Vet Center	Tabitha.Miller@va.gov	(321) 254-3410	2098 Sarno Road	Melbourne	FL	32935
National AMVETS Riders - Chapter 113	sharonissac77@gmail.com	386-338-1275	2525 N State St Ste A	Bunnell	FL	32110-4331
National AMVETS Riders - Chapter 911	info@cftr.com	5624 South Ridgewood Avenue	Port Orange	FL	32127	
Orlando Jaycees	orlandojaycees@gmail.com	407-896-0474	P. O. Box 2047	Orlando	FL	32802
Putnam County Florida - Veterans Services	Keith.brandson@putnam-fl.com	(386) 329-0328	2509 Crill Avenue, Suite 800	Palatka	FL	32177
St. Johns County Veterans Services	jmcderrmott@sjcf.us	904-209-6160	1955 Us Highway 1 S	St. Augustine	FL	32086-3708
The Able Trust	info@abletrust.org	850-224-4493	3320 Thomasville Rd	Tallahassee	FL	32308-7971
The National Association of Hispanic Journalists - Orlando	ybruzual@cfnws13.com	123 West Church Street	Orlando	FL	32801	
U.S. Department of Veteran Affairs-St. Petersburg Regional Office	knahrwold@usf.edu	(800) 827-1000	9500 Bay Pines Boulevard	Saint Petersburg	FL	33708
United Cerebral Palsy WORC	danrem57@aol.com	386-274-6474	1100 Jimmy Ann Drive	Daytona Beach	FL	32117
Valencia Community College	kcharles36@valenciacollege.edu	(407) 582-2259	701 North Eccolockhatchee Trail	Orlando	FL	32825
Veterans for Peace - Chapter 136	centraflavp@aol.com	386-788-2918	111 Main Street	Port Orange	FL	32127
Veterans Memorial Center, Inc.	vmcoperationsmgr@gmail.com	321-453-1776	400 S Sykes Creek Pkwy	Merritt Island	FL	32952-3547
Veterans Memorial Center, Inc.	vmcoperationsmgr@gmail.com	(904) 823-0336	400 S Sykes Creek Pkwy	Merritt Island	FL	32952-3547
Veterans Memorial Center, Inc.	vmcoperationsmgr@gmail.com	941-721-2850	400 S Sykes Creek Pkwy	Merritt Island	FL	32952-3547
Veterans Memorial Center, Inc.	vmcoperationsmgr@gmail.com	(800) 827-1000	400 S Sykes Creek Pkwy	Merritt Island	FL	32952-3547
Veterans Memorial Center, Inc.	vmcoperationsmgr@gmail.com	561-790-7501	400 S Sykes Creek Pkwy	Merritt Island	FL	32952-3547
Vocational Rehabilitation - Orange City Unit 11B	celina.paradis@vr.fl-doe.org	(386) 456-5320 x104	2754 Enterprise Road	Orange City	FL	32763
Volusia County Florida - Veterans Services	veteransinfo@volusia.com	(386) 740-5102	123 West Indiana Avenue	Deland	FL	32720
Women Reaching Women	www.2u@aol.com	321-704-0034	Po Box 456	Titusville	FL	32781-0456
Wounded Warrior Project	JLRobinson@woundedwarriorproject.org	904-405-1327	4899 Belfort Road	Jacksonville	FL	32256
Wounded Warrior Project	llamon@woundedwarriorproject.org	904-405-1327	4899 Belfort Road	Jacksonville	FL	32256
WTS - South Florida Chapter	kkiselewski@citysthatwork.com	3674 Lakeview Boulevard	Delray Beach	FL	33445	
AMVETS	jherring@amvets.org	301-683-4005	4647 Forbes Blvd	Lanham	MD	20706-4356
Veterans' Employment & Training Service	faulkner.lacarle@dol.gov	215-861-5390	170 South Independence Mall West	Philadelphia	PA	19106
Incsys - Power4Vets	david.miranda@incsys.com	(425) 732-7377	3380 146th Place Southeast	Bellevue	WA	98007

## 2021 FCC Source Evaluation Report

FCC Unit: 13529 Eastern Florida

Source	Applicant Count	Interview Count	Hire Count
Direct Sourcing - ATS	40	40	25
Direct Sourcing - Indeed	7	7	4
Referral - Employee Referral	11	11	10
Internet - Indeed	3	3	3
Former Employee - Rehire	4	4	4
Internal - Internal Hire	4	4	1
Website - External Career Site	1007	125	24
<b>Total</b>	<b>1076</b>	<b>194</b>	<b>71</b>

## 2021 FCC Source Report

### FCC Unit: 13529 Eastern Florida

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
268728BR	Account Executive	Internet - Indeed	1	1	1
		Website - External Career Site	41	0	0
270064BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	1
		Referral - Employee Referral	2	2	1
		Website - External Career Site	7	0	0
271666BR	Direct Sales Rep	Direct Sourcing - ATS	6	6	3
		Internal - Internal Hire	1	1	0
		Website - External Career Site	19	1	0
273870BR	Field Technician II	Direct Sourcing - ATS	5	5	4
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	2	2	0
		Website - External Career Site	103	29	0
274012BR	Direct Sales Rep	Direct Sourcing - ATS	2	2	1
		Website - External Career Site	13	11	0
275936BR	Store Associate	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	36	3	0
276238BR	Direct Sales Rep	Direct Sourcing - ATS	3	3	2
		Direct Sourcing - Indeed	1	1	0
		Former Employee - Rehire	1	1	1
		Website - External Career Site	29	25	0
276915BR	Field Technician II	Internal - Internal Hire	1	1	1
		Website - External Career Site	107	28	9
277101BR	Store Associate	Direct Sourcing - ATS	3	3	2
		Website - External Career Site	60	3	0
279449BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	16	0	0
281353BR	Direct Sales Rep	Direct Sourcing - ATS	8	8	2
		Website - External Career Site	12	12	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
281940BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	9	0	0
282113BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	11	0	0
271381BR	Store Associate	Direct Sourcing - ATS	2	2	2
		Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	41	5	0
275317BR	Multi-Tenant Sales	Direct Sourcing - ATS	1	1	0
		Direct Sourcing - Indeed	2	2	1
		Website - External Career Site	25	17	0
275656BR	Store Greeter None	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	25	0	0
278727BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Former Employee - Rehire	1	1	1
		Website - External Career Site	2	0	0
271051BR	Store Associate	Referral - Employee Referral	2	2	2
		Website - External Career Site	29	1	0
276971BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	8	2	0
272100BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	21	0	0
277575BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	14	0	0
271029BR	Asst Mgr, Store	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	27	0	0
271888BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	33	2	0
276122BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	3	0	0
269662BR	Multi-Tenant Sales	Former Employee - Rehire	1	1	1
		Website - External Career Site	10	9	0
274011BR	Direct Sales Rep	Direct Sourcing - ATS	3	3	2
		Website - External Career Site	6	4	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
276235BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	1	0	0
276333BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	2	2	0
271369BR	Asst Mgr, Store	Referral - Employee Referral	1	1	1
		Website - External Career Site	43	2	0
272591BR	Account Executive	Website - External Career Site	17	5	1
272848BR	Store Associate	Direct Sourcing - Indeed	2	2	1
		Website - External Career Site	48	8	0
275950BR	Field Technician II	Website - External Career Site	70	11	7
278936BR	Field Technician II	Website - External Career Site	119	23	7