# 2022 FCC Unit Structure

## FCC Unit: 13529 Eastern Florida

| Address | City | State | Zip |
|---|---|---|---|
| 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 |
| 2565 Enterprise Rd | 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 Pky | West Melbourne | FL | 32904 |

Amend Print

# EEO Form 396-C

Reference Copy
OMB Control No. 3060-1033

## File No.: CB20001282

Filing Status: **Ready for Review**

## 13529

## General Information

**FCC Registration Number (FRN)**
0028917441

**Filing Year**
2022

**Employment Unit ID (EUID)**
13529

## Section I - Identifying Information

**Has the identifying information associated with this EUID changed?**
No

**Operator Legal Name**
TIME WARNER CABLE

**Operator Address 1**
7800 Crescent Executive Dr

**Operator City**
CHARLOTTE

**Operator state**
NC

**Operator Zip Code**
28217

**State of Employment Office**
FL

**County of Employment Office**
Brevard

**Application Purpose**
New Program Report

**Supplemental Investigation Sheet (SIS) Required**
true

**Category of Respondent**
Six (6) or more full-time employees during the selected reporting period

**Reporting Period Start Date**
2021-07-01

**Reporting Period End Date**
2022-06-30

## Section II - Community Information

## Section III - EEO Policy and Program Requirements

**Complied with outreach provisions**
Yes

**Contacted multiple sources of applicants**
Yes

**Sought out entrepreneurs in a nondiscriminatory manner**
Yes

**Defined responsibility of management**
Yes

**Conducted continuing review of job structure**
Yes

**Disseminated widely EEO Program**
Yes

**Offered promotions in nondiscriminatory manner**
Yes

**Analyzed the results of efforts to recruit hire promote and use services**
Yes

**Conducted continuing program to exclude prejudice**
Yes

## Section IV - Additional Information

## FCC FORM 396-C -- Supplemental Investigation Sheet PART I - PART I - Employee Job Descriptions

**Exhibit Employee Job Descriptions**
13529-HRG.pdf

## PART II - Inquiries Concerning EEO Program and Practices

**SIS Question 1**
SIS Response 1.pdf

**SIS Question 8**
SIS Response 8.pdf

## PART III - EEO Public File Report

**EEO Public File Report for Previous Year**
13529.pdf

## Exhibits

**Exhibit Employee Job Descriptions**
13529-HRG.pdf

**EEO Public File Report for Previous Year**
13529.pdf

**SIS Question 1**
SIS Response 1.pdf

**SIS Question 7**
SIS Response 7.pdf

**SIS Question 8**
SIS Response 8.pdf

## Certifications

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

## Certifier Information

**Certifying Official Name and Signature**
Kevin Smith

**Certifying Official Title**
GVP, Labor & Employee Relations

**Certifying Official Phone**
(203) 705-4832

**Certifying Official Email**
KevinMark.Smith@charter.com

**Certifying Date Signed**
2022-09-29

# 2021-2022 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.

### RecruitMilitary – Eastern Region Career Fair

- February 8, 2022
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Greater than 800 attendees

### RecruitMilitary – National Virtual Career Fair

- March 15, 2022
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- About 1300 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.

Charter COMMUNICATIONS

# 2022 FCC Outreach Sources

## FCC Unit: 13529 Eastern Florida

| Community Organization Recipient | Recipient Name | Recipient Email(s) | Organization Street Address | Organization City | Organization State | Organization Zip | Organization Phone |
|---|---|---|---|---|---|---|---|
| 10-13 Club of Northeast, Florida | Frank Orefice | retnypdmcy2@aol.com | Po Box 352601 | Palm Coast | FL | 32135-2601 | 954-977-3880 |
| AARP Foundation - Senior Community Service Employment Program | Valerie Hudgins | VHudgins@aarp.org | 1707 Orlando Central Parkway | Orlando | FL | 32809 | 407-852-1608 |
| Agency for Persons with Disabilities - Gainesville | Jennifer Valenzuela | jennifer.valenzuela@apdcares.org | 1621 Northeast Waldo Road | Gainesville | FL | 32609 | 352-955-6061 |
| Agency for Persons with Disabilities - Orlando | Stacie Cleveland | stacie.cleveland@apdcares.org | 400 W Robinson St | Orlando | FL | 32801-1736 | 407-245-0440 |
| Agency for Workforce Innovation | Shawn Forehead | shawn.forehand@flaawi.com | 107 East Madison Street | Tallahassee | FL | 32399 | 850-921-3205 |
| Arab American Community Center of Central Florida | David Sleiman | aaccinfo@gmail.com | 7041 Grand National Dr Ste 231 | Orlando | FL | 32819-8991 | 407-352-4572 |
| ASD Adult Achievement Center | Devin Lessne | devin@asdachievement.org | 222 South Westmonte Drive | Altamonte Springs | FL | 32714 | 407-960-1840 |
| ASD Adult Achievement Center | Paula Breeden | devin@asdachievement.org | 222 South Westmonte Drive | Altamonte Springs | FL | 32714 | 407-960-1840 |
| ASD Adult Achievement Center | Teri Hillery | devin@asdachievement.org | 222 South Westmonte Drive | Altamonte Springs | FL | 32714 | 407-960-1840 |
| Barry University | Igor Volkov | ivolkov@mail.barry.edu | 11300 Ne 2nd Ave | Miami Shores | FL | 33161-6628 | 305-899-3000 |
| Beacon College | Theresa Elliott | telliott@beaconcollege.edu | 105 E Main St | Leesburg | FL | 34748-5224 | 352-787-7660 |
| Brevard County Veterans Services | Dennis Vannorsdall | dennis.vannorsdall@brevardcounty.u | 2725 Judge Fran Jamieson Way | Viera | FL | 32940-6605 | 321-633-2012 |
| Career Center Flagler/Volusia - Palm Coast | Joeroberts | joeroberts@careersourcefv.com | 359 Bill France Blvd | Daytona Beach | FL | 32164 | 386-586-5169 |
| Career Center Flagler/Volusia - Palm Coast | Joeroberts | joeroberts@careersourcefv.com | 20 Airport Road | Palm Coast | FL | 32164 | 386-586-5169 |
| Career Center Flagler/Volusia - Palm Coast | Richard Cuebas | joeroberts@careersourcefv.com | 20 Airport Road | Palm Coast | FL | 32164 | 386-586-5169 |
| CareerSource Brevard | Tom Thompson | tthompson@careersourcebrevard.cor | 5275 Babcock Street Northeast | Palm Bay | FL | 32905 | 321-504-7600 |
| CareerSource Brevard - Rockledge | Tom Thompson | tthompson@careersourcebrevard.cor | 295 Barnes Boulevard | Rockledge | FL | 32955 | 321-394-0540 |
| CareerSource Brevard - Titusville | Raul Santana | rsantana@careersourcebrevard.com | 3880 South Washington Avenue | Titusville | FL | 32780 | 321-504-7600 |
| CareerSource Central Florida | Aobrien | aobrien@careersourcecf.com | 1563 Florida Mall Avenue | Orlando | FL | 32809 | 407-705-1555 |
| CareerSource Central Florida | Imurphy | aobrien@careersourcecf.com | 1563 Florida Mall Avenue | Orlando | FL | 32809 | 407-705-1555 |
| CareerSource Central Florida | Jerel Safford | aobrien@careersourcecf.com | 1563 Florida Mall Avenue | Orlando | FL | 32809 | 407-705-1555 |
| CareerSource Central Florida | Kdeendyal | aobrien@careersourcecf.com | 1563 Florida Mall Avenue | Orlando | FL | 32809 | 407-705-1555 |
| CareerSource Central Florida | Mbiggs | aobrien@careersourcecf.com | 1563 Florida Mall Avenue | Orlando | FL | 32809 | 407-705-1555 |
| CareerSource Central Florida | Miguel "Mimi" McDaniel | aobrien@careersourcecf.com | 5784 South Semoran Boulevard | Orlando | FL | 32809 | 407-705-1555 |
| CareerSource Central Florida | Oroberts | aobrien@careersourcecf.com | 1563 Florida Mall Avenue | Orlando | FL | 32809 | 407-705-1555 |
| CareerSource Central Florida | Vigie Diaz | aobrien@careersourcecf.com | 1563 Florida Mall Avenue | Orlando | FL | 32809 | 407-705-1555 |
| CareerSource Central Florida - West Orange County | J Patton | jpatton@careersourcecf.com | 609 North Powers Drive | Orlando | FL | 32818 | 800-757-4598 |
| CareerSource Citrus Levy Marion | M Barrington | joborder@careersourceclm.com | 2703 Northeast 14th Street | Ocala | FL | 34470 | 352-840-5700 |
| CareerSource Flagler Volusia | Joeroberts | joeroberts@careersourcefv.com | 359 Bill France Blvd | Daytona Beach | FL | 32114-1301 | 386-323-7011 |
| CareerSource Flagler Volusia | Kenneth Torres | joeroberts@careersourcefv.com | 846 Saxon Boulevard | Orange City | FL | 32114-1301 | 386-323-7011 |
| CareerSource Flagler Volusia | Selina Ahmadzadeh | joeroberts@careersourcefv.com | 846 Saxon Boulevard | Orange City | FL | 32114-1301 | 386-323-7011 |
| CareerSource Suncoast | Michael Kiser | dphelps@careersourcesc.com | 3660 N Washington Blvd | Sarasota | FL | 34208 | 941-358-4200 |
| Center for Independent Living in Central Florida | Eliezer Agosto | eagosto@cilorlando.org | 720 North Denning Drive | Winter Park | FL | 32789 | 407-623-1070 |
| Center for the Visually Impaired | Ronnie SIlvermann | rsilverman@cvicentralflorida.org | 1187 Dunn Ave | Daytona Beach | FL | 32114-2403 | 386-253-8879 |
| Conklin Davis Center for the Visually Impaired | Sherry Shell | sshell@cvicentralflorida.org | 113 King Street | Cocoa | FL | 32922 | 321-631-9791 |
| Disability Solutions for Independent Living | Kristine Cramer | info@dsil.org | 119 S Palmetto Ave | Daytona Beach | FL | 32114-4387 | 386-255-1812 |
| Disabled American Veterans - Central #16 | Dennis Joyner | davflchapter16@gmail.com | 2040 West Central Boulevard | Orlando | FL | 32805 | 407-247-3912 |
| Disabled American Veterans - Florida Chapter 32 | Earl Mason | fldav32@bellsouth.net | 2265 N Harbor City Blvd | Melbourne | FL | 32935-6653 | 321-259-4827 |
| Disabled American Veterans - S. Brevard Beaches #129 | Al Sorrentino | sorrentinoiregal@aol.com | 1089 South Patrick Dr | Satellite Beach | FL | 32937-3901 | 321-773-7920 |
| Division of Vocational Rehabilitation - Cocoa Unit 13A | Laura Koursaris | laura.koursaris@vr.fldoe.org | 1970 Michigan Avenue | Cocoa | FL | 32922 | 321-690-3280 |
| Division of Vocational Rehabilitation - Cocoa Unit 13A | Laura Koursaris | laura.koursaris@vr.fldoe.org | 2323 South Washington Avenue | Titusville | FL | 32922 | 321-690-3280 |
| Division of Vocational Rehabilitation - Jacksonville Unit 08G | Thomas O'Hera | Thomas.O'Hara@vr.fldoe.org | 2255 Dunn Avenue | Jacksonville | FL | 32218 | 904-696-5920 |
| Division of Vocational Rehabilitation - Kissimmee Unit 12F | Evelyn Montalvo | Evelyn.Montalvo@vr.fldoe.org | 111 East Monument Avenue | Kissimmee | FL | 34741 | 407-846-5260 |
| Division of Vocational Rehabilitation - Sanford Unit 12BA | Tamara Lawyer | Tamara.Lawyer@vr.fldoe.org | 1450 West 1st Street | Sanford | FL | 32771 | 407-328-5777 |
| Division of Vocational Rehabilitation - Titusville Unit 13AA | Laura Koursaris | laura.koursaris@vr.fldoe.org | 2323 South Washington Avenue | Titusville | FL | 32780 | 321-383-2775 |
| Division of Vocational Rehabilitation - Winter Garden Unit 12H (WEST ORLANDO) | Sharon Crusan | Sharon.Crusan@vr.fldoe.org | 12200 West Colonial Drive | Winter Garden | FL | 34787 | 407-554-0252 |
| Division of Vocational Rehabilitation-Area 4 | Emily Page | emily.page@vr.fldoe.org | 1313 N Tampa St | Tampa | FL | 33602-3327 | 813-233-3600 |
| Division of Vocational Rehabilitation-Pinellas County 14B and 14C | Lori Kennison | Lori.Kennison@vr.fldoe.org | 701 94th Avenue North | St. Petersburg | FL | 33702 | 727-217-7930 |
| Division of Vocational Rehabilitation-St. Johns | Thomas Wheeler Clemons | Thomas.Clemons@vr.fldoe.org | 25 Deltona Blvd | St Augustine | FL | 32086-4203 | 904-797-6250 |
| Division of Vocational Rehabilitation-Volusia County 11A | Cynthia Tucker | Cynthia.Tucker@vr.fldoe.org | 210 North Palmetto Avenue | Daytona Beach | FL | 32114 | 386-615-6111 |
| Dress for Success SW Florida | General Contact | swflorida@dressforsuccess.org | 12995 S Cleveland Ave | Fort Myers | FL | 33907-3890 | 239-574-3372 |
| Dress for Success Tampa Bay | Katie McGill | Tampabay@dressforsuccess.org | 1705 N Howard Ave | Tampa | FL | 33607-3429 | 813-259-1876 |
| Eckerd College | Becky Day | carrecs@eckerd.edu | 4200 54th Ave S | St Petersburg | FL | 33711-4744 | 727-864-8258 |
| Edward Waters College | Antonio Starke | jamel.hodges@ewu.edu | 1658 Kings Road | Jacksonville | FL | 32209 | 904-470-8000 |
| Employer Partnership of the Armed Forces - Orlando | Rachel Foster | Rachel.A.Foster.ctr@mail.mil | 9500 Armed Forces Reserve Dri | Orlando | FL | 32827 | 404-313-2526 |
| Employment Connection - St. Louis | Karla Humphrey | humphreyk@employmentstl.org | 2838 Market Street | St. Louis | MO | 63103 | 314-333-5627 |
| ESGR - Employer Support of the Guard and Reserve - St. Augustine | Douglas Corbett | douglas.h.corbett@us.army.mil | 82 Marine Street | St. Augustine | FL | 32084 | 904-823-0336 |
| ESGR - Employer Support of the Guard and Reserve - St. Augustine | Frank Pellicer | douglas.h.corbett@us.army.mil | 82 Marine Street | St. Augustine | FL | 32084 | 904-823-0336 |
| Everglades University - Orlando Branch Campus | Jeremy Pilson | jpilson@evergladesuniversity.edu | 850 Trafalgar Court | Maitland | FL | 32751 | 407-277-0311 |
| Everglades University - Sarasota | Carolyn King | caking@evergladesuniversity.edu | 6001 Lake Osprey Dr Ste 110 | Lakewood Ranch | FL | 34240-8497 | 866-907-2262 |
| Experience Works - FL | Andrea Taylor | ataylor@experienceworks.org | 1079 Atlantic Boulevard | Atlantic Beach | FL | 32233 | 813-421-8350 |
| Flager County Veterans Services | Eric Febles | efebles@flaglercounty.org | 1769 E Moody Blvd | Bunnell | FL | 32110-6355 | 386-313-4014 |
| Florida Abilities and Inclusion Network, Inc. | Maria Cherjovsky | Maria.Cherjovsky@FAINinc.org | 16877 East Colonial Drive | Orlando | FL | 32820 | 407-676-4900 |
| Florida Atlantic University | James Watson | career@fau.edu | 777 Glades Rd | Boca Raton | FL | 33431-6424 | 561-297-3536 |
| Florida Gulf Coast University | Career Center - General | careercenter@fgcu.edu | 10501 Fgcu Blvd S | Fort Myers | FL | 33965-6502 | 239-590-7946 |
| Florida Southern College | Marge Colton | careercenter@flsouthern.edu | 111 Lake Hollingsworth Dr | Lakeland | FL | 33801-5607 | 863-680-4390 |
| Florida State Hispanic Chamber of Commerce | Arlen Castillo | arlen@fshcc.com | 8461 Lake Worth Road | Lake Worth | FL | 33467 | 561-790-7501 |
| Florida State University | Jeff Garis | jgaris@admin.fsu.edu | University Center | Tallahassee | FL | 32306 | 850-644-6431 |
| Goodwill Industries of Central Florida | Donna McGrath | donna.mcgrath@goodwill-suncoast.c | 4851 Us Highway 1 | Rockledge | FL | 32955-5418 | 321-890-1441 |
| Herzing College - Orlando | Sharon Rosin | sharonr@orl.herzing.edu | 1595 S Semoran Blvd Ste 1501 | Winter Park | FL | 32792-5509 | 407-478-0500 |
| Hillsborough Community College - Brandon | Randy Dicks | rdicks@hccfl.edu | 10414 E Columbus Dr | Tampa | FL | 33619-7856 | 813-253-7801 |
| Hillsborough Community College - Dale Mabry | Lorraine Canalejo | lcanalejo@hccfl.edu | 4001 West Tampa Bay Boulevar | Tampa | FL | 33614 | 813-253-7310 |
| Hillsborough Community College - South Shore | Fauna Keppen | fkeppen@hccfl.edu | 551 24th St Ne | Ruskin | FL | 33570-5101 | 813-253-7000 |
| Hillsborough Community College - Ybor City | Alisa Keaton | akeaton@hccfl.edu | 2001 N. 14th St. | Tallahassee | FL | 33605 | 813-253-7590 |
| Hispanic Chamber of Commerce of Metro Orlando | Daniela Lopez | dlopez@hispanicchamber.net | 3201 East Colonial Drive | Orlando | FL | 32803 | 407-428-5870 |
| Hobe Sound Bible College | Jackie Foley | jackiesfoley@hsbc.edu | 11298 Se Gomez Ave | Hobe Sound | FL | 33455-7734 | 772-545-1400 |
| Incsys - Power4Vets | David Miranda | david.miranda@incsys.com | 3380 146th Place Southeast | Bellevue | WA | 98007 | 425-732-2377 |
| Johnson & Wales University-Miami Beach Campus | Thania Amaro | thania.amaro@jwu.edu | 1701 Northeast 127th Street | North Miami | FL | 33181 | 305-892-5377 |
| Lake County Veterans Services | General Contact | veteraninfo@lakecountyfl.gov | 1300 S Duncan Dr | Tavares | FL | 32778-4223 | 352-742-6585 |
| Lake/Sumter WORKFORCE CENTRAL FLORIDA | Jsanchez | jsanchez@careersourcecf.com | 1415 S 14th St Ste 100 | Leesburg | FL | 34748-6686 | 352-360-6280 |
| Lake/Sumter WORKFORCE CENTRAL FLORIDA | Wit Livingston | jsanchez@careersourcecf.com | 1415 S 14th St Ste 100 | Leesburg | FL | 34748-6686 | 352-360-6280 |
| Latino Leadership | Marucci Beard | marucci@latino-leadership.org | 1010 Executive Center Dr | Orlando | FL | 32803-3529 | 407-895-0801 |
| Lighthouse for the Blind - Winter Haven | Dana Dawson | dana.dawson@tampalighthouse.org | 206 Avenue D Northwest | Winter Haven | FL | 33881 | 863-299-3633 |
| Melbourne Vet Center | Tabitha Miller | Tabitha.Miller@va.gov | 2098 Sarno Road | Melbourne | FL | 32935 | 321-254-3410 |
| MERS Goodwill | Marisa Hiatt | mhiatt@mersgoodwill.org | 1 Westbury Drive | Saint Charles | MO | 63301 | 636-946-7551 |
| MERS Missouri Goodwill Industries | James Elliott | jelliott@mersgoodwill.org | 1727 Locust Street | St. Louis | MO | 63103 | 314-982-8812 |
| Miami Dade College - Kendall Campus | Isabelle Martinez | imartine@mdc.edu | 11011 Southwest 104th Street | Miami | FL | 33176 | 305-237-1044 |
| Multicultural Student Center | Zaria St. Lawrence | mscculture2@ucf.edu | 4000 Central Florida Blvd | Orlando | FL | 32816 | 407-823-0401 |
| National AMVETS Riders - Chapter 113 | Pete Isaac | sharonisaac77@gmail.com | 2525 N State St Ste A | Bunnell | FL | 32110-4331 | 386-338-1275 |
| National AMVETS Riders - Chapter 911 | Luther Davidson | infsgm@cfl.rr.com | 5624 S Ridgewood Ave | Port Orange | FL | 32696 | 352-214-9109 |
| National Veterans Homeless Support, Inc. | Dana Blickley | dana.blickley@yahoo.com | Po Box 325 | Tallahassee | FL | 32302-0325 | 888-787-6847 |
| Northwest Florida State College | Renee Godfree | godfreyd@nwfsc.edu | 100 College Blvd E | Niceville | FL | 32578-1347 | 850-678-5111 |
| Orlando Jaycees | Jessica Wilhoite | orlandojaycees@gmail.com | P. O. Box 2047 | Orlando | FL | 32802 | 407-896-0474 |
| Osceola County Veterans Services | Harry Clark | harry.clark@osceola.org | 330 N Beaumont Ave | Kissimmee | FL | 34741-5125 | 407-742-8400 |
| Palm Beach Atlantic University | Kimberly Ladd | kimberly_ladd@pba.edu | 901 S Flagler Dr | West Palm Beach | FL | 33401-6505 | 561-803-2386 |
| Palm Beach State College | Sandra Jakubow | jakubows@palmbeachstate.edu | 3000 St. Lucie Ave | Boca Raton | FL | 33431 | 561-862-4325 |
| Polk State College - Winter Haven | Slyvestor Little | slittle@polk.edu | 999 Avenue H Ne | Winter Haven | FL | 33881-4256 | 863-297-1000 |
| Polk Works (Winter Haven) One-Stop Center | Kathy Suttles | kathy.suttles@careersourcepolk.com | 500 E Lake Howard Dr | Winter Haven | FL | 33881-3135 | 863-508-1100 |
| Putnam County Florida - Veterans Services | Keith Brandon | Keith.brandon@putnam-fl.com | 2509 Crill Avenue, Suite 800 | Palatka | FL | 32177 | 386-329-0328 |
| Quest, Inc | Mindy Nguyen | minh.nguyen@questinc.org | 1509 East Colonial Drive | Orlando | FL | 32803 | 407-218-4300 |
| Saint Leo University | Kim Edwards | Kim.edwards@saintleo.edu | 33701 State Road 52 | Saint Leo | FL | 33574-9701 | 352-588-8346 |
| South Florida Community College | Ricardo Pantoja | pantojar@southflorida.edu | 600 W College Dr | Avon Park | FL | 33825-9356 | 863-453-6661 |
| Southwestern Illinois College | Darlene Beisiegel | darlene.beisiegel@swic.edu | 2500 Carlyle Ave | Granite City | IL | 62040 | 618-235-2700 |
| St. Johns County Veterans Services | Joseph McDermott | jmcdermott@sjcfl.us | 1955 Us Highway 1 S | St Augustine | FL | 32086-3708 | 904-209-6160 |
| St. Patrick Center | Sue Haverman | shaverman@stpatrickcenter.org | 802 North Tucker Boulevard | St. Louis | MO | 63101 | 314-802-0991 |
| St. Thomas University | Christina Lopez | cclopez@stu.edu | 16401 Nw 37th Ave | Miami Gardens | FL | 33054-6313 | 305-628-6577 |
| The Able Trust | Mary Joe Hatala | info@abletrust.org | 3320 Thomasville Rd | Tallahassee | FL | 32308-7971 | 850-224-4493 |
| U.S. Department of Veteran Affairs-St. Petersburg Regional Office | Ken Nahrwold | knahrwold@usf.edu | 9500 Bay Pines Boulevard | Saint Petersburg | FL | 33708 | 800-827-1000 |
| United Cerebral Palsy WORC | Daniel Remmert | danrem57@aol.com | 1100 Jimmy Ann Drive | Daytona Beach | FL | 32117 | 386-274-6474 |
| University of North Florida | Maria Castro | maria.castro@unf.edu | 4567 St. Johns Bluff Road | Jacksonville | FL | 32224-2659 | 904-620-2955 |
| University of South Florida Sarasota-Manatee | Toni Ripo | tripo@sar.usf.edu | 8350 North Tamiami Trail | Sarasota | FL | 34243 | 941-359-4200 |
| USO - Jacksonville Pathfinder Transition Center | Bryan Burt | bburt@uso.org | 6801 Roosevelt Boulevard | Jacksonville | FL | 32212 | 904-574-8792 |
| USO - Jacksonville Pathfinder Transition Center | Marsha Garcia | bburt@uso.org | 6801 Roosevelt Boulevard | Jacksonville | FL | 32212 | 904-574-8792 |
| USO - Jacksonville Pathfinder Transition Center | Nadia Brewer | bburt@uso.org | 6801 Roosevelt Boulevard | Jacksonville | FL | 32212 | 904-574-8792 |
| Valencia Community College | Kamla Charles | kcharles36@valenciacollege.edu | 701 North Econlockhatchee Trai | Orlando | FL | 32825 | 407-582-2259 |
| Veterans for Peace - Chapter 136 | Philip Restino | centralflavfp@aol.com | 111 Main Street | Port Orange | FL | 32127 | 386-788-2918 |
| Veterans Memorial Center, Inc. | Bob Doyle | vmcoperationsmgr@gmail.com | 400 S Sykes Creek Pkwy | Merritt Island | FL | 32952-3547 | 321-453-1776 |
| Vocational Expert Services, Inc. | Kristin Panella | kristin@vocexpertservices.com | 447 Lake Howell Road | Maitland | FL | 32751 | 407-401-9745 |
| Vocational Rehabilitation - Orange City Unit 11B | Celina Paradis | celina.paradis@vr.fldoe.org | 2754 Enterprise Road | Orange City | FL | 32763 | 386-456-5320 x104 |
| Volusia County Florida - Veterans Services | Robert Watson | veteransinfo@volusia.org | 123 West Indiana Avenue | Deland | FL | 32720 | 386-740-5102 |
| Volusia County Veterans Services | Rebecca Rau | rrau@volusia.org | 250 N Beach St | Daytona Beach | FL | 32114-3395 | 386-740-5102 |
| We Care Support Services | La Donna Maxey | LaDonna.Maxey@wecaresupport.org | 1601 Park Center Drive | Orlando | FL | 32835 | 407-495-2523 |
| Women Reaching Women | Dionna Long | wrw2u@aol.com | Po Box 456 | Titusville | FL | 32781-0456 | 321-704-0034 |

## 2022 FCC Outreach Sources

FCC Unit: 13529 Eastern Florida

| Community Organization Recipient | Recipient Name | Recipient Email(s) | Organization Street Address | Organization City | Organization State | Organization Zip | Organization Phone |
|---|---|---|---|---|---|---|---|
| Wounded Warrior Project | Jamie Robinson | jlarivee@woundedwarriorproject.org | 4899 Belfort Road | Jacksonville | FL | 30326-1085 | 904-451-8200 |
| Wounded Warrior Project | Laura Lamon | jlarivee@woundedwarriorproject.org | 4899 Belfort Road | Jacksonville | FL | 30326-1085 | 904-451-8200 |

# 2022 FCC Source Evaluation Report

## FCC Unit: 13529 Eastern Florida

| Source | Applicant Count | Interview Count | Hire Count |
|---|---|---|---|
| Ad - TV Commercial Advertisement | 2 | 2 | 0 |
| Campaign - Indeed | 13 | 12 | 5 |
| Direct Sourcing - ATS | 24 | 24 | 19 |
| Direct Sourcing - Indeed | 3 | 3 | 3 |
| Direct Sourcing - Line Networking | 1 | 0 | 0 |
| Former Employee - Rehire | 2 | 2 | 1 |
| Internet - Career Builders | 1 | 1 | 0 |
| Internet - Craigslist.com | 1 | 1 | 1 |
| Internet - Google | 20 | 14 | 9 |
| Internet - Indeed | 48 | 39 | 29 |
| Internet - Linkedin | 1 | 1 | 0 |
| Internet - Other | 1 | 1 | 0 |
| Internet - Ziprecruiter | 3 | 2 | 2 |
| Job Fair - Internal | 1 | 0 | 0 |
| Referral - Employee Referral | 30 | 25 | 21 |
| Referral - Manager Referral | 1 | 1 | 0 |
| Website - External Career Site | 4477 | 425 | 97 |
| Total | 4629 | 553 | 187 |

# 2022 FCC Source Report

## FCC Unit: 13529 Eastern Florida

| Requisition ID | Job Title | Source | Applicant Count | Interview Count | Hire Count |
|---|---|---|---|---|---|
| 281130BR | Field Technician II | Website - External Career Site | 288 | 39 | 14 |
| 281353BR | Direct Sales Rep | Direct Sourcing - ATS | 8 | 8 | 3 |
| 281353BR | Direct Sales Rep | Website - External Career Site | 12 | 0 | 0 |
| 282060BR | Account Executive | Direct Sourcing - Indeed | 1 | 1 | 1 |
| 282060BR | Account Executive | Website - External Career Site | 17 | 3 | 0 |
| 282063BR | Mgr, Store | Direct Sourcing - ATS | 1 | 1 | 1 |
| 282063BR | Mgr, Store | Website - External Career Site | 58 | 4 | 0 |
| 283310BR | Warehouse Technician | Website - External Career Site | 39 | 4 | 1 |
| 283729BR | Store Specialist | Internet - Indeed | 1 | 1 | 1 |
| 283729BR | Store Specialist | Website - External Career Site | 114 | 9 | 0 |
| 283760BR | Store Specialist | Internet - Indeed | 1 | 1 | 1 |
| 283760BR | Store Specialist | Website - External Career Site | 28 | 1 | 0 |
| 284097BR | Multi-Tenant Sales Rep | Direct Sourcing - ATS | 1 | 1 | 1 |
| 284097BR | Multi-Tenant Sales Rep | Website - External Career Site | 5 | 0 | 0 |
| 284158BR | Direct Sales Rep | Direct Sourcing - ATS | 1 | 1 | 1 |
| 284158BR | Direct Sales Rep | Website - External Career Site | 24 | 7 | 0 |
| 284236BR | Store Specialist | Referral - Employee Referral | 1 | 1 | 1 |
| 284236BR | Store Specialist | Website - External Career Site | 115 | 2 | 0 |
| 284308BR | Store Specialist | Referral - Employee Referral | 1 | 1 | 1 |
| 284308BR | Store Specialist | Website - External Career Site | 20 | 0 | 0 |
| 284356BR | Direct Sales Rep | Direct Sourcing - ATS | 1 | 1 | 1 |
| 284356BR | Direct Sales Rep | Website - External Career Site | 11 | 0 | 0 |
| 284383BR | Multi-Tenant Sales Rep | Referral - Employee Referral | 1 | 1 | 1 |
| 284383BR | Multi-Tenant Sales Rep | Website - External Career Site | 7 | 0 | 0 |
| 285175BR | Field Technician II | Website - External Career Site | 213 | 29 | 10 |
| 287267BR | Account Executive | Direct Sourcing - ATS | 1 | 1 | 1 |
| 287267BR | Account Executive | Website - External Career Site | 14 | 0 | 0 |
| 287667BR | Store Specialist | Internet - Indeed | 2 | 2 | 2 |
| 287667BR | Store Specialist | Website - External Career Site | 138 | 0 | 0 |
| 287811BR | Field Technician II | Website - External Career Site | 108 | 16 | 5 |
| 288127BR | Account Executive | Internet - Indeed | 2 | 2 | 2 |
| 288127BR | Account Executive | Website - External Career Site | 20 | 0 | 0 |
| 288264BR | Store Specialist | Internet - Indeed | 1 | 1 | 1 |
| 288264BR | Store Specialist | Website - External Career Site | 80 | 2 | 0 |
| 288718BR | Direct Sales Rep | Direct Sourcing - ATS | 5 | 5 | 5 |
| 288718BR | Direct Sales Rep | Website - External Career Site | 23 | 8 | 0 |
| 288722BR | Direct Sales Rep | Direct Sourcing - ATS | 1 | 1 | 1 |
| 288722BR | Direct Sales Rep | Website - External Career Site | 10 | 2 | 0 |
| 289432BR | Direct Sales Rep | Referral - Employee Referral | 1 | 1 | 1 |
| 289432BR | Direct Sales Rep | Website - External Career Site | 21 | 6 | 1 |
| 289433BR | Direct Sales Rep | Direct Sourcing - ATS | 4 | 4 | 4 |
| 289433BR | Direct Sales Rep | Direct Sourcing - Indeed | 1 | 1 | 1 |
| 289433BR | Direct Sales Rep | Internet - Indeed | 1 | 1 | 1 |
| 289433BR | Direct Sales Rep | Referral - Employee Referral | 1 | 1 | 1 |
| 289433BR | Direct Sales Rep | Website - External Career Site | 52 | 10 | 1 |
| 289439BR | Direct Sales Rep | Internet - Indeed | 2 | 2 | 2 |
| 289439BR | Direct Sales Rep | Website - External Career Site | 47 | 8 | 0 |
| 289563BR | Field Technician II | Website - External Career Site | 127 | 15 | 7 |
| 291482BR | Store Specialist | Referral - Employee Referral | 1 | 1 | 1 |
| 291482BR | Store Specialist | Website - External Career Site | 62 | 2 | 0 |
| 291767BR | Maintenance Technician I | Website - External Career Site | 32 | 3 | 1 |
| 292601BR | Store Specialist | Internet - Indeed | 1 | 1 | 1 |
| 292601BR | Store Specialist | Website - External Career Site | 65 | 4 | 0 |
| 292642BR | Field Technician II | Internet - Google | 3 | 3 | 3 |
| 292642BR | Field Technician II | Website - External Career Site | 153 | 25 | 1 |
| 293339BR | Direct Sales Rep | Referral - Employee Referral | 2 | 2 | 2 |
| 293339BR | Direct Sales Rep | Website - External Career Site | 11 | 2 | 0 |
| 293554BR | Store Specialist | Direct Sourcing - ATS | 1 | 1 | 1 |
| 293554BR | Store Specialist | Internet - Indeed | 1 | 1 | 1 |
| 293554BR | Store Specialist | Website - External Career Site | 36 | 3 | 0 |
| 294271BR | Store Specialist | Internet - Indeed | 1 | 1 | 1 |
| 294271BR | Store Specialist | Website - External Career Site | 16 | 0 | 0 |
| 294680BR | Store Specialist | Internet - Indeed | 1 | 1 | 1 |
| 294680BR | Store Specialist | Website - External Career Site | 62 | 2 | 0 |
| 295016BR | Store Specialist | Internet - Indeed | 1 | 1 | 1 |
| 295016BR | Store Specialist | Referral - Employee Referral | 1 | 1 | 1 |
| 295016BR | Store Specialist | Website - External Career Site | 49 | 0 | 0 |
| 295272BR | Field Technician II | Internet - Google | 1 | 1 | 1 |

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## FCC Unit: 13529 Eastern Florida

| Requisition ID | Job Title | Source | Applicant Count | Interview Count | Hire Count |
|---|---|---|---|---|---|
| 295272BR | Field Technician II | Referral - Employee Referral | 1 | 1 | 1 |
| 295272BR | Field Technician II | Website - External Career Site | 85 | 9 | 0 |
| 295500BR | Store Specialist | Internet - Indeed | 1 | 0 | 0 |
| 295500BR | Store Specialist | Internet - Ziprecruiter | 1 | 0 | 0 |
| 295500BR | Store Specialist | Referral - Employee Referral | 1 | 1 | 0 |
| 295500BR | Store Specialist | Website - External Career Site | 71 | 1 | 1 |
| 296469BR | Direct Sales Rep | Internet - Indeed | 2 | 2 | 2 |
| 296469BR | Direct Sales Rep | Referral - Employee Referral | 1 | 1 | 1 |
| 296469BR | Direct Sales Rep | Website - External Career Site | 10 | 2 | 0 |
| 297404BR | Field Technician II | Internet - Google | 2 | 2 | 1 |
| 297404BR | Field Technician II | Internet - Indeed | 2 | 1 | 1 |
| 297404BR | Field Technician II | Referral - Employee Referral | 2 | 1 | 1 |
| 297404BR | Field Technician II | Website - External Career Site | 103 | 8 | 3 |
| 297864BR | Store Specialist | Website - External Career Site | 62 | 3 | 1 |
| 298066BR | Direct Sales Rep | Internet - Craigslist.com | 1 | 1 | 1 |
| 298066BR | Direct Sales Rep | Internet - Google | 2 | 1 | 0 |
| 298066BR | Direct Sales Rep | Internet - Indeed | 1 | 0 | 0 |
| 298066BR | Direct Sales Rep | Internet - Linkedin | 1 | 1 | 0 |
| 298066BR | Direct Sales Rep | Internet - Ziprecruiter | 1 | 1 | 1 |
| 298066BR | Direct Sales Rep | Referral - Employee Referral | 1 | 1 | 0 |
| 298066BR | Direct Sales Rep | Website - External Career Site | 17 | 2 | 0 |
| 298226BR | Direct Sales Rep | Internet - Google | 2 | 2 | 1 |
| 298226BR | Direct Sales Rep | Website - External Career Site | 8 | 0 | 0 |
| 298705BR | Field Technician II | Direct Sourcing - Line Networking | 1 | 0 | 0 |
| 298705BR | Field Technician II | Internet - Google | 4 | 1 | 1 |
| 298705BR | Field Technician II | Internet - Indeed | 6 | 4 | 3 |
| 298705BR | Field Technician II | Internet - Ziprecruiter | 1 | 1 | 1 |
| 298705BR | Field Technician II | Job Fair - Internal | 1 | 0 | 0 |
| 298705BR | Field Technician II | Referral - Employee Referral | 2 | 1 | 0 |
| 298705BR | Field Technician II | Website - External Career Site | 294 | 12 | 2 |
| 298849BR | Acct Exec, Comm Sol | Website - External Career Site | 170 | 9 | 2 |
| 299182BR | Store Specialist | Campaign - Indeed | 1 | 0 | 0 |
| 299182BR | Store Specialist | Internet - Indeed | 2 | 1 | 1 |
| 299182BR | Store Specialist | Referral - Employee Referral | 1 | 0 | 0 |
| 299182BR | Store Specialist | Website - External Career Site | 79 | 0 | 0 |
| 299196BR | Store Specialist | Referral - Employee Referral | 2 | 1 | 1 |
| 299196BR | Store Specialist | Website - External Career Site | 57 | 0 | 0 |
| 299995BR | Store Specialist | Internet - Google | 1 | 0 | 0 |
| 299995BR | Store Specialist | Internet - Indeed | 1 | 0 | 0 |
| 299995BR | Store Specialist | Referral - Employee Referral | 1 | 1 | 1 |
| 299995BR | Store Specialist | Website - External Career Site | 47 | 0 | 0 |
| 300595BR | Account Executive | Website - External Career Site | 42 | 8 | 2 |
| 300808BR | Direct Sales Rep | Internet - Google | 4 | 3 | 1 |
| 300808BR | Direct Sales Rep | Internet - Indeed | 3 | 3 | 0 |
| 300808BR | Direct Sales Rep | Referral - Employee Referral | 1 | 1 | 1 |
| 300808BR | Direct Sales Rep | Website - External Career Site | 44 | 4 | 0 |
| 300813BR | Direct Sales Rep | Ad - TV Commercial Advertisement | 2 | 2 | 0 |
| 300813BR | Direct Sales Rep | Internet - Career Builders | 1 | 1 | 0 |
| 300813BR | Direct Sales Rep | Internet - Indeed | 2 | 2 | 1 |
| 300813BR | Direct Sales Rep | Website - External Career Site | 28 | 4 | 0 |
| 300928BR | Store Specialist | Website - External Career Site | 113 | 2 | 1 |
| 301185BR | Field Technician II | Campaign - Indeed | 12 | 12 | 5 |
| 301185BR | Field Technician II | Former Employee - Rehire | 1 | 1 | 1 |
| 301185BR | Field Technician II | Internet - Google | 1 | 1 | 1 |
| 301185BR | Field Technician II | Internet - Indeed | 7 | 5 | 4 |
| 301185BR | Field Technician II | Referral - Employee Referral | 4 | 3 | 3 |
| 301185BR | Field Technician II | Referral - Manager Referral | 1 | 1 | 0 |
| 301185BR | Field Technician II | Website - External Career Site | 162 | 15 | 2 |
| 301999BR | Multi-Tenant Sales Rep | Direct Sourcing - Indeed | 1 | 1 | 1 |
| 301999BR | Multi-Tenant Sales Rep | Website - External Career Site | 8 | 4 | 0 |
| 302126BR | Human Resources Generalist | Website - External Career Site | 31 | 7 | 1 |
| 302189BR | Direct Sales Rep | Former Employee - Rehire | 1 | 1 | 0 |
| 302189BR | Direct Sales Rep | Internet - Indeed | 6 | 6 | 2 |
| 302189BR | Direct Sales Rep | Internet - Other | 1 | 1 | 0 |
| 302189BR | Direct Sales Rep | Referral - Employee Referral | 4 | 4 | 3 |
| 302189BR | Direct Sales Rep | Website - External Career Site | 41 | 4 | 0 |
| 303766BR | Field Technician II | Website - External Career Site | 89 | 15 | 3 |
| 303767BR | Field Technician II | Website - External Career Site | 114 | 10 | 5 |

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## FCC Unit: 13529 Eastern Florida

| Requisition ID | Job Title | Source | Applicant Count | Interview Count | Hire Count |
|---|---|---|---|---|---|
| 303768BR | Field Technician II | Website - External Career Site | 57 | 6 | 2 |
| 303987BR | Direct Sales Rep | Website - External Career Site | 17 | 5 | 2 |
| 304661BR | Direct Sales Rep | Website - External Career Site | 11 | 3 | 1 |
| 304842BR | Maintenance Technician I | Website - External Career Site | 15 | 2 | 1 |
| 306145BR | Account Executive | Website - External Career Site | 28 | 2 | 1 |
| 306504BR | Field Technician II | Website - External Career Site | 92 | 9 | 6 |
| 306703BR | Direct Sales Rep | Website - External Career Site | 43 | 9 | 2 |
| 306711BR | Direct Sales Rep | Website - External Career Site | 40 | 10 | 2 |
| 306801BR | Store Specialist | Website - External Career Site | 48 | 3 | 1 |
| 306926BR | Store Specialist | Website - External Career Site | 47 | 4 | 1 |
| 307325BR | Account Executive | Website - External Career Site | 15 | 1 | 1 |
| 307702BR | Multi-Tenant Sales Rep | Website - External Career Site | 14 | 6 | 1 |
| 308098BR | Field Technician II | Website - External Career Site | 44 | 5 | 4 |
| 308101BR | Field Technician II | Website - External Career Site | 35 | 6 | 1 |
| 308105BR | Field Technician II | Website - External Career Site | 125 | 17 | 3 |
| 309071BR | Direct Sales Rep | Website - External Career Site | 26 | 9 | 1 |
| 310814BR | Store Specialist | Website - External Career Site | 18 | 1 | 1 |
| 310930BR | Store Specialist | Website - External Career Site | 32 | 1 | 1 |
| 311269BR | Store Specialist | Website - External Career Site | 18 | 1 | 1 |