

# 2023 FCC Unit Structure

## FCC Unit: 13538 Midwest Central Ohio

| Address                    | City             | State | Zip   |
|----------------------------|------------------|-------|-------|
| 1015 Olentangy River Rd    | Columbus         | OH    | 43212 |
| 1125 Chambers Rd           | Columbus         | OH    | 43212 |
| 1314 Polaris Parkway       | Columbus         | OH    | 43240 |
| 1376 N High Street         | Columbus         | OH    | 43215 |
| 1600 Dublin Rd             | Columbus         | OH    | 43215 |
| 1980 Alum Creek Drive      | Columbus         | OH    | 43207 |
| 3638 W Dublin-Granville Rd | Columbus         | OH    | 43235 |
| 3760 Interchange Rd        | Columbus         | OH    | 43204 |
| 580 N 4th St               | Columbus         | OH    | 43215 |
| 640 Walnut St              | Coshocton        | OH    | 43812 |
| 156 Johnson Drive          | Delaware         | OH    | 43015 |
| 7716 Hoke Road             | Englewood        | OH    | 45315 |
| 4182 Buckeye Parkway       | Grove City       | OH    | 43123 |
| 5900 N Meadows Drive       | Grove City       | OH    | 43123 |
| 643 Hebron Road            | Heath            | OH    | 43056 |
| 1892 Hilliard Rome Road    | Hilliard         | OH    | 43026 |
| 7777 Old Troy Pike         | Huber Heights    | OH    | 45424 |
| 160 North Greenwood        | Marion           | OH    | 43302 |
| 14500 Industrial Parkway   | Marysville       | OH    | 43040 |
| 1441 Newark Rd             | Mt. Vernon       | OH    | 43050 |
| 133 Bluebell Drive SW      | New Philadelphia | OH    | 44663 |
| 617 Tuscarawas Ave         | New Philadelphia | OH    | 44663 |
| 111 North 11th St          | Newark           | OH    | 43055 |
| 2931 Taylor Road SW        | Reynoldsburg     | OH    | 43068 |
| 1202 N. Bechtle Avenue     | Springfield      | OH    | 45504 |
| 1853 W Main St             | Troy             | OH    | 45373 |
| 3766-3770 E. Broad Street  | Whitehall        | OH    | 43213 |
| 3251 Maple Avenue          | Zanesville       | OH    | 43701 |
| 3940 North Pointe Dr       | Zanesville       | OH    | 43701 |
| 737 Howard St              | Zanesville       | OH    | 43701 |

Amend

Print



# EEO Form 396-C

File No.: CBL0010267

Filing Status: **Ready for Review**

**13538**

Reference  
Copy  
OMB Control  
No. 3060-1033

## General Information

**FCC Registration Number (FRN)**

0028917441

**Filing Year**

2023

**Employment Unit ID (EUID)**

13538

## 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**

OH

**County of Employment Office**

Franklin

**Application Purpose**

New Program Report

**Supplemental Investigation Sheet (SIS) Required**

false

**Category of Respondent**

Six (6) or more full-time employees during the selected reporting period

**Reporting Period Start Date**

2022-07-01

**Reporting Period End Date**

2023-06-30

## Section II - Community Information

**PSID**

**Communities**

012128, 005020, 002432, 003540, 012720,  
004930, 003461, 002383, 001519, 013536,  
006741, 003996, 003566, 003215, 002580,  
003451, 001427

OH2384, OH2386, OH2388, OH2385, OH2389,  
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 OH2464, OH2149, OH2150, OH2790, OH1866,  
 OH1865, OH1970, OH3925, OH3924

### Section III - EEO Policy and Program Requirements

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**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**

**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

Yes

Section IV - Additional Information

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

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PART II - Inquiries Concerning EEO Program and Practices

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PART III - EEO Public File Report

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Exhibits

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Certifications

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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

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**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**

2023-09-27

# 2023 FCC Recruitment Initiatives

FCC Unit: 13538 Midwest Central Ohio

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

## **Ohio University Zanesville & Zane College Fall Fest 2022**

- September 19, 2022
- Ohio University Zanesville & Zane College, Zanesville, OH
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 50 attendees

## **Columbus Job Fair with Job News USA.com**

- April 19, 2023
- Greek Orthodox Cathedral Banquet Center, Columbus, OH
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 150 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.

## 2023 FCC Outreach Sources

### FCC Unit: 13538 Midwest Central Ohio

| Community Organization                                | Recipient Name     | Recipient Email(s)                       | Organization Address              | City           | State | Zip        | Phone             |
|---|--------------------|--|-----------------------------------|----------------|-------|------------|-------------------|
| 100 Black Men Cleveland                               | Roxie Asbury       | info@100blackmencleveland.org            | 4415 Euclid Ave Ste 331           | Cleveland      | OH    | 44103-3758 | 216-361-9146      |
| 55-a Program  | Michael Reyes      | mreyes@dcas.nyc.gov                      | 1 Centre Street, 17th Floor North | New York       | NY    | 10007      | 212-669-8648      |
| Access Center for Independent Living - Dayton         | Melody Burba       | melody.burba@acils.com                   | 901 South Ludlow Street           | Dayton         | OH    | 45402      | 937-341-5202      |
| ACCES-VR  | Doreen Nobile      | Doreen.nobile@nysed.gov                  | 250 Veterans Memorial Highway     | Hauppauge      | NY    | 11788      | 631-952-6727      |
| Achieve   | Diane Jones        | djones@achievedfw.org                    | 8800 Ambassador Row               | Dallas         | TX    | 75247      | 214-637-2911      |
| Actors Fund of America - New York                     | Career Center      | careercentereast@actorsfund.org          | 729 7th Avenue                    | New York       | NY    | 10019      | 212-221-7300 x259 |
| Adams County Workforce & Business Center              | Bert Hendricks     | bhendricks@adcogov.org                   | 4430 S Adams County Pkwy          | Brighton       | CO    | 80601-8222 | 720-523-6900      |
| Adams County Workforce & Business Center (Auro..      | Bert Hendricks     | bhendricks@co.adams.co.us                | 3538 Peoria St Ste 511            | Aurora         | CO    | 80010-1411 | 303-363-9380      |
| Adams County Workforce & Business Center (Aurora)     | Rebecca Post       | rpost@adcogov.org                        | 3155 Chambers Road                | Aurora         | CO    | 80011      | 720-523-6923      |
| Africentric Personal Development Shop Inc.            | Charmaine Jordan   | cjordan@apdsinc.org                      | 1409 E Livingston Ave             | Columbus       | OH    | 43205-2926 | 614-253-4448      |
| Aging and Disability Resource Center - Dallas County  | Sherry Chantharaj  | sherry.chantharaj@metrocare services.org | 1380 River Bend Drive             | Dallas         | TX    | 75247      | 888-743-1202      |
| Aging and Disability Resource Center - Tarrant County | Beth Noah          | beth.noah@unitedwaytarrant.org           | 1300 Circle Drive                 | Fort Worth     | TX    | 76119      | 888-730-2372      |
| Ahrcnyc Employment & Business Services Corp           | Belma Dautovic     | belma.dautovic@ahrcnyc.org               | 38-18 Woodside Avenue             | Queens         | NY    | 11104      | 718-639-5500      |
| Alexandre Community Foundation                        | Eunide Alexandre   | eunide@alexandrefoundation.org           | 12510 Queens Boulevard            | Queens         | NY    | 11415      | 856-222-1130      |
| Allen County Veterans Services                        | Tamra Curtis       | acvso@allencountyohio.com                | 301 N Main St                     | Lima           | OH    | 45801-4434 | 419-223-8522      |
| Altierus Career College                               | Grant Lewis        | glewis@altierus.edu                      | 4717 Hilton Corporate Drive       | Columbus       | OH    | 43232      | 614-322-3414      |
| Amberton University                                   | Bill Gilbreath     | bgilbreath@amberton.edu                  | 3880 Parkwood Blvd                | Frisco         | TX    | 75034-1928 | 972-279-6511      |
| Amberton University                                   | Dr Bradshaw        | bbradshaw@amberton.edu                   | 3880 Parkwood Blvd                | Frisco         | TX    | 75034-1928 | 972-279-6511      |
| Anthony Wayne Services - Columbus                     | Cavette Huddleston | chuddleston@awsusa.com                   | 733 Lakeview Plaza Boulevard      | Worthington    | OH    | 43085      | 614-846-7414      |
| Arapahoe Douglas Works! Workforce Center              | Angel Milan        | amilan@arapahoegov.com                   | 6974 S Lima St                    | Centennial     | CO    | 80112-3881 | 303-636-1160      |
| Arapahoe Douglas Works! Workforce Center              | Sarah Norway       | sarah.norway@state.co.us                 | 6974 S Lima St                    | Centennial     | CO    | 80112-3881 | 303-636-1160      |
| Arapahoe Douglas Works! Workforce Center              | Suzie Miller       | smiller2@arapahoegov.com                 | 6974 S Lima St                    | Centennial     | CO    | 80112-3881 | 303-636-1160      |
| Arapahoe Douglas Works! Workforce Center              | Tanja Drayton      | tdrayton@arapahoegov.com                 | 6974 S Lima St                    | Centennial     | CO    | 80112-3881 | 303-636-1160      |
| Arapahoe/Douglas Altura Plaza Workforce Center        | Colin Schneider    | colin.schneider@state.co.us              | 15400 E 14th Pl                   | Aurora         | CO    | 80011-5818 | 303-636-2014      |
| ASHA - Ray of Hope                                    | Amy Henning        | asharayofhope@sbcglobal.net              | 1505 Bethel Rd                    | Columbus       | OH    | 43220-2055 | 614-326-2121      |
| ASHA - Ray of Hope                                    | Amy Henning        | asharayofhope@sbcglobal.net              | 4900 Reed Rd #300                 | Columbus       | OH    | 43220-2055 | 614-326-2121      |
| Asian American Community Services                     | General Contact    | info@aacsohio.org                        | 4700 Reed Road                    | Columbus       | OH    | 43220      | 614-220-4023      |
| Asian and Native American Center                      | Nicolyn Woodcock   | nicolyn.woodcock@wright.edu              | 158 Millet Hall                   | Dayton         | OH    | 45435-0001 | 937-775-3827      |
| Assistance League Charlotte                           | General Contact    | alcharlotte@bellsouth.net                | Po Box 471112                     | Charlotte      | NC    | 28247-1112 | 704-525-5228      |
| Association for the Visually Impaired - Spring Valley | Yolanda R          | yolandar@avi-eyes.org                    | 260 Old Nyack Tpke                | Spring Valley  | NY    | 10977-5741 | 845-574-4950      |
| Association of People Supporting Employment First     | Les Barber         | Les.Barber@vr.dese.mo.gov                | 1706 E Elm St                     | Jefferson City | MO    | 65101-4130 | 314-877-1910      |
| Association to Benefit Children                       | Judy Holtzman      | abc@a-b-c.org                            | 1841 Park Ave                     | New York       | NY    | 10035-1316 | 646-459-6046      |
| Atlantis Community Incorporated                       | Nola Nash          | nola@atlantiscommunity.org               | 420 West Cedar Avenue             | Denver         | CO    | 80223      | 303-733-7719      |
| Auglaize County Ohio - Veterans Services              | Eric Pugh          | epugh@auglaizecounty.org                 | 209 South Blackhoof St Rm 202     | Wapakoneta     | OH    | 45895      | 419-739-6750      |
| Austin Area Urban League                              | Charelesa Russel   | charelesa_russel@aaul.org                | 8011 Cameron Road                 | Austin         | TX    | 78754      | 512-478-7176      |
| Autism Society Connecticut Chapter                    | General Contact    | asconn@sbcglobal.net                     | PO Box 1404                       | Guilford       | CT    | 6437       | 888-453-4975      |
| Autism Society of North Carolina - Charlotte Area     | Nancy Popkins      | npopkin@autismsociety-nc.org             | 209 Delburg St                    | Davidson       | NC    | 28036-6913 | 704-894-9678      |
| AWS-Connersville                                      | Ms. Dunaway        | edunaway@awsusa.com                      | 1455 E State Road 44              | Connersville   | IN    | 47331-8292 | 765-827-4402      |
| AWS-Richmond  | Lisa Hicks         | lhicks@awsusa.com                        | 800 Mendleson Dr                  | Richmond       | IN    | 47374-1230 | 765-966-0504      |
| Back on My Feet                                       | Bill Turner        | bill.turner@backonmyfeet.org             | 8501 North MacArthur Boulevard    | Irving         | TX    | 75063      | 972-595-8241      |

## 2023 FCC Outreach Sources

### FCC Unit: 13538 Midwest Central Ohio

| Community Organization   | Recipient Name                  | Recipient Email(s)                    | Organization Address              | City              | State | Zip        | Phone        |
|--|---------------------------------|---------------------------------------|-----------------------------------|-------------------|-------|------------|--------------|
| Belmont College  | Career Services                 | careerservices@belmontcollege.edu     | 120 Fox Shannon Pl                | Saint Clairsville | OH    | 43950-8751 | 740-695-9500 |
| Bergen County Veterans Services                                | Richard _                       | veterans@co.bergen.nj.us              | 1 Bergen County Plaza             | Hackensack        | NJ    | 7601       | 201-336-6328 |
| Best Buddies - Dallas  | Caitlin Mullis                  | Caitlinmullis@bestbuddies.org         | 2904 Floyd Street                 | Dallas            | TX    | 75204      | 214-442-1621 |
| Bill J. Priest Institute for Economic Development              | Alecia --                       | employerresourcecenter@dccd.edu       | 1402 Corinth Street               | Dallas            | TX    | 75215      | 214-860-2066 |
| Black Career Women's Network                                   | Sherry Sims                     | info@bcwnetwork.com                   | 114 Pike Street                   | Cincinnati        | OH    | 45202      | 513-729-9724 |
| Bloomfield Vet Center  | Guy Vanterpool                  | Guy.Vanterpool@va.gov                 | 2 Broad Street                    | Bloomfield        | NJ    | 7003       | 973-748-0980 |
| Bluffton University  | Kendra Nickel                   | career@bluffton.edu                   | 1 University Dr                   | Bluffton          | OH    | 45817-2104 | 419-358-3030 |
| Bottomless Closet - New York                                   | Patrycja Warda                  | pwarda@bottomlessclosetnyc.org        | 16 East 52nd Street               | New York          | NY    | 10022      | 212-563-2499 |
| Bowery Residents' Committee, Inc. - Palace Employment Shelter  | Tanya Brown                     | tbrown@brc.org                        | 315 Bowery # 317                  | New York          | NY    | 10003-7151 | 212-533-5656 |
| Brighter Tomorrows   | Dulce Martinez                  | drmartinez@brightertomorrowws.net     | 928 Bluebird Drive                | Irving            | TX    | 75061      | 972-254-4003 |
| Brighter Tomorrows   | Erica Alvarado                  | ealvarado@brightertomorrowws.net      | 928 Bluebird Drive                | Irving            | TX    | 75061      | 972-254-4003 |
| Bronx Vet Center   | Damian Guzman                   | damian.guzman@va.gov                  | 2471 Morris Ave., Suite 1A        | Bronx             | NY    | 10468      | 718-367-3500 |
| Bronx Workforce1 Career Center                                 | Vanessa Johnson-Booker          | Vanessa.Johnson-Booker@labor.ny.gov   | 400 East Fordham Road             | The Bronx         | NY    | 10458      | 718-960-7901 |
| Broomfield Workforce Center                                    | Becca Champion                  | rchampion@broomfield.org              | 6650 West 120th Avenue            | Broomfield        | CO    | 80020      | 303-464-5891 |
| Bureau of Rehabilitation Services                              | Lauren McAulay (Danbury office) | lauren.mcaulay@ct.gov                 | 342 Main Street                   | Danbury           | CT    | 6810       | 203-207-8990 |
| Bureau of Workforce Services, Office of workforce development  | Shedrick Williams               | shedrick.williams@jfs.ohio.gov        | 1301 Monroe Street                | Toledo            | OH    | 43604      | 419-213-6387 |
| Career Center, Inc, The  | Receptionist .                  | info@careercenters.com                | 185 Madison Ave                   | New York          | NY    | 10016-4325 | 212-684-5151 |
| Career Gear  | Kimberly Phillips               | kimberly@careergear.org               | 1230 6th Avenue                   | New York          | NY    | 10020      | 212-577-6190 |
| Catholic Charities - Samaritan House                           | Holly Howard                    | hhoward-boelman@ccdenver.org          | 2301 Lawrence Street              | Denver            | CO    | 80205      | 303-294-0241 |
| Cedarville University  | Jennifer Briggs                 | career@cedarville.edu                 | 251 N Main St                     | Cedarville        | OH    | 45314-8564 | 937-766-7700 |
| Centerstate CEO  | Aimee Durfee                    | CEO@centerstateceo.com                | 572 South Salina Street           | Syracuse          | NY    | 13202      | 315-470-8000 |
| Central Connecticut State University Career Services Office    | Paul Rossitto                   | rossittop@ccsu.edu                    | 1615 Stanley Street               | New Britain       | CT    | 6050       | 860-832-1615 |
| Central Texas College  | Keisha Holman                   | Keisha.Holman@ctcd.edu                | P.O. Box 1800                     | Killeen           | TX    | 76540      | 254-526-1106 |
| Chalmers P. Wylie Ambulatory Care Center - VA Homeless Program | Douglas Duckett                 | Douglas.Duckett@va.gov                | 420 North James Road              | Columbus          | OH    | 43219      | 614-388-7350 |
| Champaign County Veterans Services                             | Buzzy Moore                     | champvso@co.champaign.oh.us           | 955 N Main St                     | Urbana            | OH    | 43078-1005 | 937-653-4554 |
| Charleston Job Corps Center                                    | Clifford Hammond                | hammond.clifford@jobcorps.org         | 1000 Kennawa Dr                   | Charleston        | WV    | 25311-1800 | 304-200 x314 |
| Chinese-American Planning                                      | Vickie Wong                     | vwong@cpc-nyc.org                     | 165 Eldridge Street               | New York          | NY    | 10002      | 212-941-0041 |
| Chinese-American Planning Council                              | Mavis Chan                      | mchan@cpc-nyc.org                     | 6022 7th Ave                      | Brooklyn          | NY    | 11220-4105 | 212-941-0920 |
| Christian Community Action                                     | Breanna Williams                | breanna.williams@ccahelps.org         | 200 South Mill Street             | Lewisville        | TX    | 75057      | 972-219-4373 |
| CILO - Center for Independent Living Options                   | General Contact                 | cilo@cilo.net                         | 2031 Auburn Ave                   | Cincinnati        | OH    | 45219-3024 | 513-241-2600 |
| Cincinnati Vet Center  | Erika Reynolds                  | erika.reynolds@va.gov                 | 4545 Montgomery Road              | Cincinnati        | OH    | 45212      | 513-763-3500 |
| Cincinnati-Hamilton County Community Action Agency             | Jalisa Harris                   | j.harris@cincy-caa.org                | 1740 Langdon Farm Rd              | Cincinnati        | OH    | 45237-1157 | 513-569-1840 |
| City Gospel Mission  | Abe Woolfolk                    | awoolfolk@citygospelmission.org       | 1805 Dalton Avenue                | Cincinnati        | OH    | 45214      | 513-241-5525 |
| City Gospel Mission  | Carol Posthuma                  | cposthuma@citygospelmission.org       | 1300 Gerald Ave                   | Middletown        | OH    | 45044      | 517-853-1454 |
| Clark County Veterans Services                                 | Cathy Wood                      | veterans@clarkcountyohio.gov          | 120 S Center St                   | Springfield       | OH    | 45502-1204 | 937-521-2030 |
| Clermont County Veterans Services                              | Nancy Young                     | nyoung@clermontcountyveterans.com     | 76 S Riverside Dr                 | Batavia           | OH    | 45103-2635 | 513-732-7363 |
| Cleveland Sight Center   | Bobbie Christopher              | Bchristopher@clevelandightscenter.org | Po Box 1988                       | Cleveland         | OH    | 44106-0188 | 216-791-8118 |
| Cleveland Vet Center   | Seth Bryant                     | seth.bryant@va.gov                    | 5310 1/2 Warrensville Center Road | Maple Heights     | OH    | 44137      | 216-707-7901 |

## 2023 FCC Outreach Sources

### FCC Unit: 13538 Midwest Central Ohio

| Community Organization   | Recipient Name         | Recipient Email(s)                          | Organization Address                         | City          | State | Zip        | Phone        |
|--|------------------------|---|--|---------------|-------|------------|--------------|
| Clinton County Works   | Jeffrey Hapner         | jeffrey.hapner@jfs.ohio.gov                 | 1025 S South St Ste 500                      | Wilmington    | OH    | 45177-2788 | 937-382-7762 |
| College of Wooster   | Lucinda Sigrist-Snyder | career@wooster.edu                          | 554 E. University St.                        | Wooster       | OH    | 44691      | 330-263-2496 |
| Collin College   | Career Services        | studentjobs@collin.edu                      | 2200 West University Drive                   | McKinney      | TX    | 75071      | 972-548-6747 |
| Colorado Department of Labor and Employment - Veterans Programs              | Martin Bangert         | martin.bangert@state.co.us                  | 633 17th Street                              | Denver        | CO    | 80202      | 303-413-7086 |
| Colorado Department of Labor and Employment - Workforce Development Programs | Micah Foster           | micah.foster@state.co.us                    | 633 17th Street                              | Denver        | CO    | 80202      | 303-318-8000 |
| Colorado Division Of Vocational Rehabilitation                               | David Atkinson         | David.Atkinson@state.co.us                  | 1574 Sherman Street                          | Denver        | CO    | 80203      | 303-866-4150 |
| Colorado State University - Veterans Services                                | Joshua Johnson         | Joshua.Johnson@colostate.edu                | 2021 Colorado State University               | Fort Collins  | CO    | 80523      | 507-351-1386 |
| Columbus Association of Black Journalists                                    | Ray Miller             | raymillerspeaks@gmail.com                   | PO BOX 1924                                  | Columbus      | OH    | 43216      | 614-571-9340 |
| Columbus Metropolitan Library  | Jon Mullineaux         | jmullineaux@columbuslibrary.org             | 96 South Grant Avenue                        | Columbus      | OH    | 43215      | 614-849-1027 |
| Columbus Urban League  | Larry Thomas           | lthomas@cul.org                             | 788 Mount Vernon Ave                         | Columbus      | OH    | 43203-1408 | 614-257-6300 |
| Community College of Aurora  | Erica Hines            | Erica.Hines@CCAurora.edu                    | Alton Way                                    | Denver        | CO    | 80230      | 303-360-4982 |
| Community Council Greater Dallas   | Samanda Gronstal       | sgronstal@ccadvance.org                     | 1349 Empire Central                          | Dallas        | TX    | 75247      | 214-879-9950 |
| Community Learning Center  | Cory Lane              | corylane@clcinc.org                         | 6220 Anglin Drive                            | Forest Hill   | TX    | 76119      | 817-887-9720 |
| Community Options - New York City Office                                     | Evelyn Rivera          | evelyn.rivera@comop.org                     | 350 5th Ave                                  | New York      | NY    | 10118-0110 | 212-227-9110 |
| Community Refugee and Immigration Services                                   | Narad Nepal            | nnepal@cris-ohio.org                        | 1925 East Dublin Granville Road              | Columbus      | OH    | 43229      | 614-235-5747 |
| Connections to Success   | Erica Iduwe            | eiduwe@connectionstosuccess.org             | 3000 Little Hills Expressway                 | Saint Charles | MO    | 63301      | 636-896-4788 |
| Cornerstone Community Development Corporation                                | Kelin Porter           | keelanpg@aol.com                            | 1402 Corinth St Ste 146                      | Dallas        | TX    | 75215-2111 | 214-565-0311 |
| Coshocton County Veterans Services   | Russell Hammond        | russellhammond@coshoctoncounty.net          | 318 Main St                                  | Coshocton     | OH    | 43812-1539 | 419-562-7761 |
| Cuyahoga County Board of Developmental Disabilities                          | Jared Daly             | daly.Jared@cuyahogabdd.org                  | 1275 Lakeside Avenue East                    | Cleveland     | OH    | 44114      | 216-538-1927 |
| Dallas College - Eastfield Campus  | Patsy --               | pcaropresi@dcccd.edu                        | 3737 Motley Drive                            | Mesquite      | TX    | 75150      | 972-860-7100 |
| Dallas Housing Authority - Resident Employment & Training                    | Edward Thomas          | ethomas@dhadal.com                          | 3939 N Hampton Rd                            | Dallas        | TX    | 75212-1630 | 214-525-3600 |
| Davidson College   | Kayla Schlein          | kaschlein@davidson.edu                      | Po Box 7180                                  | Davidson      | NC    | 28035-7180 | 704-894-2132 |
| Dayton Vet Center  | Patricia Crain         | patricia.crain@va.gov                       | 627 Edwin C. Moses Blvd                      | Dayton        | OH    | 45417      | 937-461-9150 |
| Defiance College   | Sally Bissell          | sbissell@defiance.edu                       | 701 N Clinton St                             | Defiance      | OH    | 43512-1695 | 419-783-2349 |
| Delaware Area Career Center  | Lisa-Marie Reinhart    | reinhardt@delawareareacc.org                | 4565 Columbus Pike                           | Delaware      | OH    | 43015      | 740-201-3218 |
| Delaware County Veterans Services  | Scott Leonard          | sleonard@co.delaware.oh.us                  | 149 N Sandusky St                            | Delaware      | OH    | 43015-1732 | 740-833-2010 |
| Denton State Supported Living Center   | Trent Lewis            | trent.lewis@dads.state.tx.us                | 3980 State School Rd                         | Denton        | TX    | 76210-8823 | 940-891-0342 |
| Denver Indian Center   | Eileen Masquat         | eileen@denverindiancenter.org               | 4407 Morrison Road                           | Denver        | CO    | 80219      | 303-936-2688 |
| Denver Speer Workforce Center  | Johnathan Tillman      | Johnathan.Tillman@denvergov.org             | 1391 Speer Blvd Ste 450                      | Denver        | CO    | 80204-2561 | 720-865-5612 |
| Denver Vet Center  | Pamela Chapman         | pamela.chapman2@va.gov                      | 7465 E 1st Ave Ste B                         | Denver        | CO    | 80230-6877 | 303-326-0645 |
| Denver Workforce Center at Montbello   | Dawanta Parks          | dawanta.parks@denvergov.org                 | 4685 Peoria St                               | Denver        | CO    | 80239-4811 | 720-865-4800 |
| Department of Veterans Affairs VR&E Division                                 | Daniel King            | Daniel.King3@va.gov                         | CBLD Building Suite 210A, 36 East 7th Street | Cincinnati    | OH    | 45202      | 513-684-6901 |
| DeVry University   | Krisna Murphy          | kpowersmurphy@devry.edu                     | 2 Easton Oval                                | Columbus      | OH    | 43219      | 614-253-7291 |
| Disability Center For Independent Living                                     | Brent Belisle          | brentbel@aol.com                            | 5900 E 39th Ave                              | Denver        | CO    | 80207-1232 | 303-320-1345 |
| Disabled American Veterans - Capital City #3                                 | Sherry Williamson      | sherrydav@ameritech.net;junkelman@gmail.com | Po Box 15099                                 | Columbus      | OH    | 43215-0099 | 614-221-3582 |
| Disabled American Veterans - Chapter 11 S L Brown                            | Matthew Williams       | mmwwil@aol.com                              | 7044 S Fultondale Cir                        | Aurora        | CO    | 80016-4144 | 303-690-1824 |
| Disabled American Veterans - Charles E Miller #88                            | Rose Bamba             | roseb320@yahoo.com                          | 201 James Rd                                 | Waverly       | OH    | 45690-1068 | 740-947-2766 |
| Disabled American Veterans - Clark Co #13                                    | Gary Todd Heironimus   | badnumber3@prodigy.net                      | 2410 Mechanicsburg Rd                        | Springfield   | OH    | 45503-2529 | 937-215-9105 |
| Disabled American Veterans - Cpl R M Wainz #145                              | William Tricarico      | vito1726@aol.com                            | Po Box 436                                   | East Rockaway | NY    | 11518      | 516-593-6310 |

## 2023 FCC Outreach Sources

### FCC Unit: 13538 Midwest Central Ohio

| Community Organization  | Recipient Name      | Recipient Email(s)                            | Organization Address          | City                   | State | Zip        | Phone        |
|---|---------------------|---|-------------------------------|------------------------|-------|------------|--------------|
| Disabled American Veterans - Dayton #9                            | Patty Atelstane     | paltelstane@esassist.net                      | 350 Spinning Rd               | Dayton                 | OH    | 45431-1442 | 937-479-0583 |
| Disabled American Veterans - Delaware #79                         | Richard Ray         | rayr@midohio.net                              | 1786 Berlin Station Rd        | Delaware               | OH    | 43015-3016 | 740-369-4169 |
| Disabled American Veterans - Elmont #109                          | Bruce Douglas       | klan05@yahoo.com                              | 106 Terrace Ave               | Elmont                 | NY    | 11003-1737 | 516-352-3166 |
| Disabled American Veterans - Fayette County #89                   | Amy Jackson         | amy.jackson@fayette-co-oh.com                 | 133 S Main St Ste L11         | Washington Court House | OH    | 43160-2296 | 740-335-1610 |
| Disabled American Veterans - Grove City Chapter 144               | Will Davis          | bdog302@aol.com                               | 1317 Laurel Green Pl          | Galloway               | OH    | 43119-9042 | 614-309-0171 |
| Disabled American Veterans - J N Nemeth Mem #108                  | Walter Dryja        | Walter.dryja@va.gov                           | 3580 W 140th St               | Cleveland              | OH    | 44111-2410 | 216-791-3800 |
| Disabled American Veterans - Jackson Co #45                       | Arnold Tripp        | watripp@bright.net                            | 377 Keenan Rd                 | Jackson                | OH    | 45640-9125 | 740-286-3004 |
| Disabled American Veterans - Lancaster #40                        | Barry Hopkins       | bash.hopkins@att.net                          | 306 Talmadge Ave              | Lancaster              | OH    | 43130-4227 | 740-654-5266 |
| Disabled American Veterans - Maple Heights #125                   | Rudolph Edwards     | edwards19@sbcglobal.net                       | 3422 Rumson Rd                | Cleveland Heights      | OH    | 44118-1357 | 216-371-5191 |
| Disabled American Veterans - Murphy-Bor-Klumker #7                | Jim Emerson         | dav7colorado@gmail.com                        | 1480 Hoyt St                  | Lakewood               | CO    | 80215-4726 | 303-405-2786 |
| Disabled American Veterans - Nassau #117                          | Barry Slonim        | nyveterans@hotmail.com                        | 1876 Byrd Dr                  | East Meadow            | NY    | 11554-2502 | 516-794-8226 |
| Disabled American Veterans - Pickaway #70                         | Michael McGinnis    | ashvillegrain@rrohio.com                      | 17814 Florence Chapel Pike    | Circleville            | OH    | 43113-9556 | 740-474-7907 |
| Disabled American Veterans - Pittsburgh                           | Kevin Noel          | davforeign.vbapit@va.gov                      | 1000 Liberty Ave Rm 1606      | Pittsburgh             | PA    | 15222-4016 | 412-395-6241 |
| Disabled American Veterans - Putman Co #77                        | Ted Schroeder       | hayman@bright.net                             | 218 W Main St                 | Ottawa                 | OH    | 45875-1724 | 419-532-3871 |
| Disabled American Veterans - Willie Marcum #72                    | Fran Amsden         | famsden@medinacountyveterans.org              | 1240 E 9th St                 | Cleveland              | OH    | 44199-2001 | 216-522-3507 |
| Disciples for Christ Community Outreach, Inc                      | Priscilla Young     | disciplescommunityoutreach@yahoo.com          | 71 Rockview Terrace           | Rochester              | NY    | 14606      | 585-719-8721 |
| Displaced Homemaker Program - Bronx                               | Blanche Kellawon    | blanche.kellawon@bcc.cuny.edu                 | 2155 University Avenue        | The Bronx              | NY    | 10453      | 718-289-5833 |
| Displaced Homemakers Center - Bergen County                       | Laura Troy          | lautro@bergen.org                             | 327 E Ridgewood Ave           | Paramus                | NJ    | 07652-4819 | 201-329-9600 |
| Displaced Homemakers Center - Essex County                        | Pat Kremen          | pkremen@ncjwessex.org                         | 70 S Orange Ave               | Livingston             | NJ    | 07039-4910 | 973-994-4994 |
| Division of Rehabilitation Services - Parkersburg Branch Office   | Shannon Dugan       | Shannon.Y.Dugan@wv.gov                        | 400 5th St                    | Parkersburg            | WV    | 26101-5147 | 304-420-4580 |
| Division of Vocational Rehabilitation                             | Jeff Sidders        | jeff.sidders@state.co.us                      | 11990 Grant Street            | Northglenn             | CO    | 80233      | 303-880-4819 |
| Dress for Success   | Bridgett McKinnon   | bridgett@dfscmh.org                           | 1204 N High St                | Columbus               | OH    | 43201-2411 | 614-291-5420 |
| Dress For Success - Cleveland                                     | Melony Butler       | melonybutler@dressforsuccesscleveland.org     | 2239 East 55th Street         | Cleveland              | OH    | 44103      | 216-391-2301 |
| Dress for Success - Dallas  | Carly Fields        | Boutiquecoordinator@dressforsuccessdallas.org | 13331 Preston Rd Ste 1094     | Dallas                 | TX    | 75240-1155 | 972-392-9770 |
| Dress for Success - Denver  | Gloria Padilla      | denverpwg@dressforsuccess.org                 | 2425 South Colorado Boulevard | Denver                 | CO    | 80222      | 303-832-1889 |
| East End Disability Associates, Inc.                              | Joan Lucarelli      | services@eed-a.org                            | 107 Roanoke Avenue            | Riverhead              | NY    | 11901      | 631-369-7345 |
| East Harlem Council for Community Improvement                     | Lucy Colon          | lcolon@promesa.org                            | 300 East 175th Street         | The Bronx              | NY    | 10457      | 347-649-3027 |
| East Harlem Employment Service (STRIVE)                           | Tara Gilbert        | tgilbert@strive.org                           | 205 East 122nd Street         | New York               | NY    | 10035      | 212-360-1100 |
| EBR Consulting, LLC   | Krystal Yates       | krystal@ebrhexperts.com                       | 405 TX -121 Suite A250        | Lewisville             | TX    | 75067      | 972-855-8009 |
| Edison Job Corps Center   | Cheryl Pratt-Davies | Pratt-Davies.Cheryl@jobcorps.org              | 500 Plainfield Ave            | Edison                 | NJ    | 08817-2515 | 732-985-4800 |
| Elbert County Veteran Services                                    | Ric Morgan          | morgan@hayday.org                             | Po Box 131                    | Elbert                 | CO    | 80106-0131 | 303-520-6088 |
| Employment Resource Center of Union County                        | Christopher Orr     | christopher.orr@jfs.ohio.gov                  | 940 London Ave Ste 1500       | Marysville             | OH    | 43040-8041 | 937-645-2018 |
| ESDS: Colorado  | Alfredo Garcia      | alfredo.garcia@denvergov.org                  | 633 17th Street               | Denver                 | CO    | 80202      | 720-932-4063 |
| ESDS: Colorado  | James Bell          | James.Bell@state.co.us                        | 633 17th Street               | Denver                 | CO    | 80202      | 720-932-4063 |
| ESGR - Employer Support of the Guard and Reserve - Denver         | Becky Small         | rebecca.s.small.ctr@mail.mil                  | 12200 East Briarwood Avenue   | Centennial             | CO    | 80112      | 720-250-1189 |
| ESGR - Employer Support of the Guard and Reserve - Jefferson City | Eric Schaben        | schabeneric@gmail.com                         | 2302 Militia Drive            | Jefferson City         | MO    | 65101      | 573-638-9625 |
| Esperanza, Inc  | Zulayka Ruiz        | zulayka@esperanzainc.org                      | 3104 West 25th Street         | Cleveland              | OH    | 44109      | 216-651-7178 |

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| Community Organization  | Recipient Name      | Recipient Email(s)                      | Organization Address                   | City                   | State | Zip        | Phone        |
|---|---------------------|---|--|------------------------|-------|------------|--------------|
| Everglades University - Online Division   | Samantha Crossett   | sacrossett@evergladesuniversity.edu     | 5002 T-Rex Avenue                      | Boca Raton             | FL    | 33431      | 561-912-1211 |
| Fairfield County Veterans Services  | Park Russell        | park.russell@fairfieldcountyo-hio.gov   | 3044 Columbus-Lancaster Road Northwest | Lancaster              | OH    | 43130      | 740-652-7920 |
| Families Forward Resource Center (FFRC)   | Ron Allen           | ron@familiesforwardrc.org               | 4800 Oakland Street                    | Denver                 | CO    | 80239      | 303-307-0718 |
| Family Violence Prevention Center of Green County, Inc                          | Amy Erisman         | info@violencefreefutures.org            | 380 Bellbrook Avenue                   | Xenia                  | OH    | 45385      | 937-426-6535 |
| Fayette County Veterans Services  | Amy Jackson         | amy.jackson@fayette-co-oh.com           | 133 S Main St                          | Washington Court House | OH    | 43160-2296 | 740-335-1610 |
| FayetteWorks  | Jeffrey Hapner      | jeffrey.hapner@jfs.ohio.gov             | 1270 U.S. Route 62, S.W.               | Washington Court House | OH    | 43160      | 740-333-5115 |
| Fifth Avenue Committee  | Nigel Franklin      | nfranklin@fifthave.org                  | 621 Degraw St                          | Brooklyn               | NY    | 11217-3120 | 718-237-2017 |
| Fort Worth Metropolitan Black Chamber of Commerce                               | Barbara Bolden      | bbolden@fwmbcc.org                      | 1150 South Fwy                         | Fort Worth             | TX    | 76104-5159 | 817-871-6538 |
| Fountain House Inc  | Patti Lukas         | icampbell@fountainhouse.org             | 425 West 47th Street                   | New York               | NY    | 10036      | 212-582-0340 |
| Franciscan University of Steubenville   | Jan .               | careers@franciscan.edu                  | 1235 University Blvd                   | Steubenville           | OH    | 43952-1796 | 740-123-9421 |
| Franklin County Veterans Services   | Angela Clein        | veteransservice@franklincountyo-hio.gov | 250 W Broad St                         | Columbus               | OH    | 43215-2762 | 614-525-2500 |
| Freedom House   | Mary Lou --         | marylou_curry@hotmail.com               | 1149 Fort Worth Hwy                    | Weatherford            | TX    | 76086-4555 | 817-596-7543 |
| Gateway Battered Women's Services   | Therese Morse       | teresefromgbws@gmail.com                | Po Box 914                             | Aurora                 | CO    | 80040-0914 | 303-343-1851 |
| Geauga County Veterans Services   | Michelle Pemberton  | mpemberton@co.geauga.oh.us              | 470 Center St Bldg 8-a                 | Chardon                | OH    | 44024-1098 | 440-279-1860 |
| GLSEN Northwest Ohio Chapter  | Kristen Williams    | info@nwohio.glsen.org                   | 2447 Tiffin Avenue                     | Findlay                | OH    | 45840      | N/A          |
| Goodwill Easter Seals Miami Valley  | Candy Mullins       | c.mullins@gesmv.org                     | 660 South Main Street                  | Dayton                 | OH    | 45402      | 937-461-4800 |
| Goodwill Easter Seals Miami Valley  | Marcie Coterel      | m.coterel@gesmv.org                     | 660 South Main Street                  | Dayton                 | OH    | 45402      | 937-528-6425 |
| Goodwill Industries of Greater New York & Northern New Jersey                   | Adria Brown         | ABrown2@goodwillny.org                  | 400 Supor Boulevard                    | Harrison               | NJ    | 7029       | 718-704-5901 |
| Grace Institute   | John Marimuthu      | jmarimuthu@graceinstitute.org           | 40 Rector Street                       | New York               | NY    | 10006      | 212-832-7605 |
| Greater Cincinnati Association of Black Journalists                             | Alexis Rogers       | greatercincinnatiabj@gmail.com          | 3440 Burnet Avenue                     | Cincinnati             | OH    | 45229      | 513-412-5000 |
| Greater Cleveland Association of Black Journalists                              | Sandra Bishop       | gcleabj@gmail.com                       | PO Box 201224                          | Shaker Heights         | OH    | 44120      | 216-245-2501 |
| Greater Stark County Urban League   | Clishawn Robinson   | crobinson.starkcul@gmail.com            | 1400 Sherrick Road Southeast           | Canton                 | OH    | 44707      | 330-754-1576 |
| Hancock County Veterans Services  | Nicole Coleman      | nrcoleman@co.hancock.oh.us              | 1100 E Main Cross St                   | Findlay                | OH    | 45840-6381 | 419-424-7036 |
| Harlem Vet Center   | Richard Cartagena   | Richard.Cartagena@va.gov                | 2279 3rd Avenue                        | New York               | NY    | 10035      | 646-273-8139 |
| Hays-Caldwell Women's Center  | Gary Borden         | info@hcwc.org                           | Po Box 234                             | San Marcos             | TX    | 78667-0234 | 512-396-3404 |
| Henry Seeman Post 2740  | General Contact     | VFWPOST2740@GMAIL.COM                   | 3707 Dearborn Dr                       | Durham                 | NC    | 27704      | 919-220-7630 |
| Hero 2 Hired  | John Owens          | john.a.owens10.ctr@mail.mil             | 2825 W Dublin Granville Rd             | Columbus               | OH    | 43235-2712 | 760-468-5814 |
| Highland County Job & Family Services   | Kathleen Robinson   | kathleen.robinson@jfs.ohio.gov          | 1575 North High Street                 | Hillsboro              | OH    | 45133      | 937-393-4278 |
| Hispanic Chamber Cincinnati USA, Inc.   | Alfonso Cornejo     | president@hispanicchambercincinnati.com | 3805 Edwards Rd Ste 555                | Cincinnati             | OH    | 45209-1941 | 513-458-6649 |
| Hispanic Chamber of Commerce of Queens  | Edwardo Egiraldo    | egiraldo@aol.com                        | 7611 37th Ave                          | Jackson Heights        | NY    | 11372-6608 | 347-642-9315 |
| Hispanic Federation   | Diana Caba          | dcaba@hispanicfederation.org            | 130 William St Fl 5                    | New York               | NY    | 10038-5067 | 212-233-8955 |
| Hope Alliance   | Maxine Chatman      | maxine.chatman@hopealliance.tx.org      | 1011 Gatis School Rd #110              | Austin                 | TX    | 41084      | 512-255-1212 |
| Hudson Guild - Fulton Center  | Charles Sands       | csands@hudsonguild.org                  | 441 W 26th St                          | New York               | NY    | 10001-5629 | 212-760-9803 |
| Huntington Township Chamber of Commerce   | Courtney Bynoe      | info@huntingtonchamber.com              | 164 Main St                            | Huntington             | NY    | 11743-6920 | 631-423-6100 |
| Imani House   | Sekou Ideraaddullah | ihiresource@imanihouse.org              | 76 5th Ave # A                         | Brooklyn               | NY    | 11217-4648 | 718-638-2059 |
| Incsys - Power4Vets   | David Miranda       | david.miranda@incsys.com                | 3380 146th Place Southeast             | Bellevue               | WA    | 98007      | 425-732-2377 |
| Indian American Chamber of Commerce of Greater Cincinnati and Northern Kentucky | Lindsay Wilhelm     | lwilhelm@dag-cons.com                   | 6406 Thornberry Ct.# 220A              | Mason                  | OH    | 45040      | 513-542-8597 |
| Indiana Wesleyan University   | Amber Wood          | amber.wood@indwes.edu                   | 4100 Rockside Road                     | Independence           | OH    | 44131      | 765-677-2520 |

## 2023 FCC Outreach Sources

### FCC Unit: 13538 Midwest Central Ohio

| Community Organization  | Recipient Name            | Recipient Email(s)                  | Organization Address            | City          | State | Zip        | Phone        |
|---|---------------------------|-------------------------------------|---------------------------------|---------------|-------|------------|--------------|
| Irving Cares  | Mary Shelton              | mshelton@irvingcares.org            | 440 S Nursery Rd Ste 101        | Irving        | TX    | 75060-3158 | 972-721-9181 |
| Jacksonville College  | Sheron Lacefield          | slacefield@jacksonville-college.edu | 105 B J Albritton Dr            | Jacksonville  | TX    | 75766-4759 | 903-586-2518 |
| Jay County Veteran Services                                   | Roy Leverich              | veteran@co.jay.in.us                | 120 E Main St                   | Portland      | IN    | 47371-2105 | 260-726-6914 |
| Jefferson County Workforce Center                             | Alexey Duplikhin          | alexey.duplikhin@state.co.us        | 3500 Illinois Street            | Golden        | CO    | 80401      | 303-271-4700 |
| Jericho Project   | Dorine Straka             | dstraka@jerichoproject.org          | 245 W 29th St                   | New York      | NY    | 10001-5208 | 646-624-2341 |
| Jericho Project   | Sara Farimani             | sfarimani@jerichoproject.org        | 245 W 29th St                   | New York      | NY    | 10001-5208 | 646-624-2341 |
| Jersey City One Stop Career Center                            | Hector Alba               | hector.alba@dol.nj.gov              | 438 Summit Avenue               | Jersey City   | NJ    | 7306       | 201-795-8800 |
| Jewish Family Service of Greater Dallas                       | Allison Harding           | AHarding@jfsdallas.org              | 5402 Arapaho Rd                 | Dallas        | TX    | 75248-6905 | 972-437-9950 |
| Jewish Family Services  | Angela Bellin             | abellin@jpscolumbus.org             | 1070 College Avenue             | Columbus      | OH    | 43209      | 614-231-1890 |
| Jewish Family Services  | Julie Wasserstorm         | jwasserstrom@jpscolumbus.org        | 1070 College Avenue             | Columbus      | OH    | 43209      | 614-237-9675 |
| Jewish Vocational Services                                    | Janet Sewell              | jsewell@jvsnj.org                   | 7 Glenwood Avenue               | East Orange   | NJ    | 7017       | 862-704-2228 |
| Jones County JobLink Career Center                            | Carmen Cherry             | ccherry@greenelamp.org              | Po Box 156                      | Trenton       | NC    | 28585-0156 | 252-448-4791 |
| Kenzie Academy  | Tonya Dove                | tonya.dove@kenzie.academy           | 47 South Meridian Street        | Indianapolis  | IN    | 46204      | 317-644-4973 |
| Kingsborough Community College                                | Christine Zagari          | Christine.Zagari@kbcc.cuny.edu      | 2001 Oriental Blvd              | Brooklyn      | NY    | 11235-2333 | 718-368-5115 |
| Korean Chamber of Commerce and Industry                       | General Contact           | admin@kocham.org                    | 460 Park Ave Rm 21              | New York      | NY    | 10022-1825 | 212-644-0140 |
| Lake County Department of Job and Family Services Lake 1 Stop | Michele Stowe-Caya        | michele.stowe-caya@jfs.ohio.gov     | 177 Main St                     | Painesville   | OH    | 44077-3402 | 440-994-2518 |
| Lake County Veterans Services                                 | Lucy Oneill               | loneill@lakecountyohio.gov          | 105 Main St # 490               | Painesville   | OH    | 44077-3414 | 440-350-2567 |
| Lakeland Community College - Women's Center                   | Gloria Lane               | glane@lakelandcc.edu                | 7700 Clocktower Dr              | Kirtland      | OH    | 44094-5198 | 440-525-7322 |
| Latin American Coalition, Inc.                                | Lorena Guerrero de Merino | lgmerino@mylac.org                  | 4938 Central Avenue             | Charlotte     | NC    | 28205      | 704-531-3848 |
| Latin Women in Action   | Haydee Zambrana           | latinwomeninaction.inc@gmail.com    | 10306 39th Avenue               | Queens        | NY    | 11368      | 718-478-2972 |
| Lewis & Clark Community College                               | Terry Lane                | tdlane@lc.edu                       | 5800 Godfrey Road               | Godfrey       | IL    | 62035      | 618-468-5503 |
| LGBTQ Resource Center - University of Houston                 | Rylie Jefferson           | rjeffer3@Central.UH.EDU             | 4465 University Drive           | Houston       | TX    | 77004      | 832-842-6191 |
| Licking County Veterans Services                              | Janice Wheaton            | lcvets@alink.com                    | 935 Buckeye Ave                 | Newark        | OH    | 43055-2520 | 740-670-5430 |
| Logan County Veterans Services                                | Shelly Kneece             | veterans@co.logan.oh.us             | 121 S Opera St                  | Bellefontaine | OH    | 43311-2057 | 937-599-4221 |
| Logan University  | Jazmine Newsome           | Jazmine.Newsome@logan.edu           | 1851 Schoettler Rd              | Chesterfield  | MO    | 63017-5529 | 800-784-3344 |
| Lorain County Urban League                                    | Mike Ferrer               | mf777df@msn.com                     | 401 Broad St                    | Elyria        | OH    | 44035-5524 | 440-323-3364 |
| LULAC Council #39000  | Alicia Pagan              | raytwocrows@sbcglobal.net           | P.O. Box 24085                  | Dayton        | OH    | 45424      | 937-276-4007 |
| LULAC Dayton Women's Council                                  | Claudia Cortez-Reinhard   | claudiacogt@gmail.com               | 316 N. Wilkinson Street         | Dayton        | OH    | 45432      | 202-718-6982 |
| Manhattan Comprehensive Night & Day School                    | Hattie Hill               | hattie.hill@mcndhs.com              | 240 2nd Avenue                  | New York      | NY    | 10003      | 212-353-2010 |
| Marine For Life - Spartanburg                                 | Capt Charlie Hall         | charlie.hall1@usmc.mil              | N/A                             | Spartanburg   | SC    | 29301      | N/A          |
| Marion Connections Workforce Development Center               | Lisa Eichelberger         | lisa.eichelberger@jfs.ohio.gov      | 622 Leader Street               | Marion        | OH    | 43302      | 740-382-0076 |
| Marion County Veterans Services                               | Beth Marion               | bethmarion07@midohio.twcbc.com      | 220 E Fairground St Ste 101     | Marion        | OH    | 43302-1981 | 740-387-0100 |
| Martin Luther King Jr. Community Center                       | Sally Nelson              | sally.nelson@twc.state.tx.us        | 2922 Martin Luther King Jr Blvd | Dallas        | TX    | 75215-2321 | 214-670-8367 |
| Maryville University of St. Louis                             | Erin Boswell              | eboswell@maryville.edu              | 650 Maryville University Dr     | Saint Louis   | MO    | 63141-5849 | 314-529-9375 |
| McKelvey School of Engineering                                | Kelli Delfosse            | kelli.delfosse@wustl.edu            | 1 Brookings Dr                  | St. Louis     | MO    | 63130      | 314-935-5869 |
| Medina County Workforce Development Center                    | Steven James              | Steven.James@jfs.ohio.gov           | 3721 Pearl Rd                   | Medina        | OH    | 44256-9073 | 330-722-9331 |
| Mercer County One-Stop Employment and Training Center         | Rob Cornett               | robert.cornett@jfs.ohio.gov         | 220 W Livingston St Ste B270    | Celina        | OH    | 45822-1671 | 419-586-6409 |
| Mercyhurst College  | Frank Rizzone             | frizzone@mercyhurst.edu             | 501 E 38th St                   | Erie          | PA    | 16546-0002 | 814-824-2000 |
| Mesquite Vet Center   | Geno Thompson             | Geno.Thompson@va.gov                | 502 West Kearney Street         | Mesquite      | TX    | 75149      | 972-288-8030 |
| Mi Casa Resource Center                                       | Michael Perez             | mperez@micasaresourcecenter.org     | 345 South Grove Street          | Denver        | CO    | 80219      | 303-573-1302 |
| Miami County Ohio - Veterans Services                         | Brian Fugate              | BFugate@MCVets.org                  | 510 West Water Street           | Troy          | OH    | 45373      | 937-440-8126 |

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### FCC Unit: 13538 Midwest Central Ohio

| Community Organization  | Recipient Name       | Recipient Email(s)                 | Organization Address             | City         | State | Zip        | Phone              |
|---|----------------------|------------------------------------|----------------------------------|--------------|-------|------------|--------------------|
| Miami University - Women's Center   | Rhonda Jackson       | jacksorj@MiamiOh.edu               | 501 E High St                    | Oxford       | OH    | 45056-1846 | 513-529-1510       |
| Miami Valley Community Action Partnership   | Marsha Kight         | marsha.kight@mvcap.com             | 719 South Main Street            | Dayton       | OH    | 45402      | 937-112-1214       |
| Middlebury College  | Rachel Connor        | raconnor@middlebury.edu            | 14 Old Chapel Rd                 | Middlebury   | VT    | 5753       | 802-443-2485       |
| Military Inclusion  | Oran Brown           | oran@militaryinclusion.com         | 4455 Federal Boulevard           | San Diego    | CA    | 92102      | 619-277-9099       |
| Missouri Department of Higher Education & Workforce Development                                     | Sherri Henderson     | sherri.henderson@dhewd.mo.gov      | 212 Turner Boulevard             | St. Peters   | MO    | 63376      | 636-255-6060 x5267 |
| Missouri State University   | Kristina Rosewell    | careercenter@missouristate.edu     | 901 South National Avenue        | Springfield  | MO    | 65897      | 417-836-5636       |
| Mitchell County Veteran Services  | Misty Sparks         | mistycsparks@live.com              | 130 Forest Service Dr            | Bakersville  | NC    | 28705-7080 | 828-688-2200       |
| Montgomery County Veteran Services  | Gracia Pack          | gracia.pack@montgomerycountync.com | 219 South Main Street            | Troy         | NC    | 27371      | 910-576-4711       |
| Morrow County Job Training Office   | Lisa Eichelberger    | lisa.eichelberger@jfs.ohio.gov     | 619 West Marion Street           | Mount Gilead | OH    | 43338      | 419-949-2673       |
| Mosaic Family Services, Inc.  | Mirjana Omeragic     | mirjanao@mosaicsservices.org       | 4144 N Central Expy Ste 530      | Dallas       | TX    | 75204-2105 | 214-821-5393       |
| Mount Union University  | Sarah Fugett         | FugettSB@mountunion.edu            | 1972 Clark Ave                   | Alliance     | OH    | 44601      | 800-992-6682       |
| Multi-Ethnic Education and Economic Development Center (MEED)                                       | Galileo Jumaoas      | gal@gdaacc.com                     | 1402 North Corinth Street Road   | Dallas       | TX    | 75226      | 214-775-0838       |
| Muskingum College   | Jackie Vascura       | jkent@muskingum.edu                | 163 Stormont St                  | New Concord  | OH    | 43762-1118 | 740-826-8085       |
| NAACP - Dayton  | Caroline Perkins     | naacpdayton3181@sbcglobal.net      | 1528 W 3rd Street                | Dayton       | OH    | 45402      | 937-222-2172       |
| NAACP - Dayton  | Caroline Perkins     | cperk319@gmail.com                 | 1528 W 3rd Street                | Dayton       | OH    | 45402      | 937-222-2172       |
| National AMVETS Riders - Chapter 176  | Don Zito             | beachbuddy0253@yahoo.com           | 3944 Wheatley Rd                 | Richfield    | OH    | 44286-9791 | 440-263-4583       |
| National AMVETS Riders - Chapter 1776   | Jim Whitcraft        | whitjrw54@aol.com                  | 649 Radio Ln                     | Logan        | OH    | 43138-8762 | 614-314-8658       |
| National AMVETS Riders - Chapter 1994   | Matt Hamilton        | matthamilton75@yahoo.com           | 417 W Espy St                    | Kenton       | OH    | 43326-2158 | 419-674-6598       |
| National AMVETS Riders - Chapter 66   | Tony Dunlevy         | tonyz71@msn.com                    | 10010 W State Route 185          | Covington    | OH    | 45318-8896 | 937-417-4330       |
| National Association for Black Veterans - Cincinnati Chapter #0068                                  | Urulee Watson        | urulee@yahoo.com                   | 1560 Spring Lawn Avenue          | Cincinnati   | OH    | 45223      | 513-238-3830       |
| National Association for Black Veterans - Colorado State Command                                    | Dr. Franklin Jackson | fdbj@aol.com                       | PO Box 7096                      | Denver       | CO    | 80207      | 303-482-0654       |
| National Association for Black Veterans - Ohio State Command  | Urulee Watson        | urulee@yahoo.com                   | 1560 Spring Lawn Avenue          | Cincinnati   | OH    | 45223      | 513-238-3830       |
| National Association for Black Veterans - Queens Chapter # 0082                                     | Peter Bronson        | Pbronson1@verizon.net              | 665 Willoughby Avenue            | Brooklyn     | NY    | 11206      | 718-805-6341       |
| National Council of Negro Women   | B.A. Coates          | eppardcoates@aol.com               | 280 E. Broad Street              | Columbus     | OH    | 43215      | 614-781-8811       |
| National Federation of the Blind of New York  | Carl Jacobsen        | office@nfbny.org                   | Po Box 205666                    | Brooklyn     | NY    | 11220-7666 | 718-567-7821       |
| NATIONAL GUARD EMPLOYMENT ENHANCEMENT PROGRAM (NGEEP)   | Nita Ann Renfrow     | nitarenfrow@gmail.com              | 1916 Central Parkway             | Cincinnati   | OH    | 45214      | 614-400-4959       |
| National Guard Employment Enhancement Program at Ohio Governor's Office of Workforce Transformation | Nita Ann Renfrow     | nitarenfrow@gmail.com              | 77 South High Street, 24th Floor | Columbus     | OH    | 43215      | 614-400-4959       |
| National Society of Black Engineers (NSBE) -Denver Professionals Chapter                            | Ayeisha Rucker       | nsbe.denver@gmail.com              | 945 South Birch Street           | Glendale     | CO    | 80246      | 917-645-2095       |
| National Telecommuting Institute (NTI)  | Colin Shea           | cshea@nticentral.org               | 225 Friend Street                | Boston       | MA    | 2114       | 866-571-8517       |
| Navy Club of the USA - Columbus   | Dave Myers           | davemyers17@gmail.com              | 6540 Wren Landeck Rd             | Ohio City    | OH    | 45874-9512 | 419-605-5833       |
| NCSY New York   | Chanie ,             | nyinfo@ncsy.org                    | 555 Willow Avenue                | Cedarhurst   | NY    | 11516      | 516-569-6279       |
| New Haven Job Corps Center  | Lois Tyson           | Tyson.Lois@jobcorps.org            | 455 Wintergreen Ave              | New Haven    | CT    | 06515-1097 | 203-397-3775       |
| New Jersey Department of Military and Veterans Affairs - Hackensack                                 | Robert Maulano       | robert.maulano@njdmava.state.nj.us | 385 Prospect Ave                 | Hackensack   | NJ    | 07601-2570 | 908-820-3134       |
| New Jersey Department of Military and Veterans Affairs - Paterson                                   | Joseph Restivo       | joseph.restivo@dmava.nj.gov        | 125 State Street                 | Hackensack   | NJ    | 7601       | 201-996-8050       |
| New Jersey Institute for Social Justice   | Nadia Rush           | nrush@njsj.org                     | 45 Lincoln Park                  | Newark       | NJ    | 7102       | 973-621-6001       |
| New York City ADAPT   | Nadina LaSpina       | nlaspina@disabilityculture.org     | 80 Maiden Ln                     | New York     | NY    | 11222      | 212-366-0432       |
| New York Urban League   | D Coleman            | dcoleman@nyul.org                  | 204 W 136th St                   | New York     | NY    | 10030-2602 | 212-926-8000       |
| North Carolina Division of Vocational Rehabilitation Services                                       | Hollie Thornton      | dvr.web.C0900@dhhs.nc.gov          | 2801 Mail Service Ctr            | Raleigh      | NC    | 27699-2800 | 800-689-9090       |
| North Central State College   | Alicia D. Camak      | acamak@ncstatecollege.edu          | 2441 Kenwood Circle              | Mansfield    | OH    | 44901      | 419-755-4896       |

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| Community Organization                            | Recipient Name            | Recipient Email(s)                     | Organization Address         | City         | State | Zip        | Phone        |
|---|---------------------------|--|------------------------------|--------------|-------|------------|--------------|
| North Central State College                       | Paula Waldref             | pwaldref@ncstatecollege.edu            | 2441 Kenwood Circle          | Mansfield    | OH    | 44901      | 419-755-4896 |
| North Central Texas WorkForce                     | General Contact           | workforce@dfwjobs.com                  | Po Box 5888                  | Arlington    | TX    | 76005-5888 | 817-695-9187 |
| NYC Workforce1 Career Center - Bronx              | Maritza Ortega-Candelario | maritza.ortega-candelario@labor.ny.gov | 400 East Fordham Road        | The Bronx    | NY    | 10458      | 718-960-2458 |
| NYS Displaced Homemaker Center - Copiague         | Isabella Auditore         | iauditore@fegs.org                     | 445 Oak St                   | Copiague     | NY    | 11726-3111 | 631-598-0108 |
| NYS Displaced Homemaker Center - Long Island City | Michelle Sampson          | msampson@lagcc.cuny.edu                | 31-10 Thomson Avenue         | Queens       | NY    | 11101      | 718-482-5166 |
| Oconaluftee Job Corps Center                      | James Lawler              | James.R.Lawler@usda.gov                | 502 Oconaluftee Job Corps Rd | Cherokee     | NC    | 28719-9203 | 828-497-5411 |
| Office of Workforce Development - Putnam County   | Kelly Schroeder           | kelly.schroeder@jfs.ohio.gov           | 575 Ottawa-Glandorf Road     | Ottawa       | OH    | 45875      | 419-538-0122 |
| Ohio County Veteran Services                      | PG Gentrup                | pggentrup@yahoo.com                    | 413 Main St                  | Rising Sun   | IN    | 47040-1029 | 812-438-4075 |
| Ohio Department of Job & Family Services          | Rob Cornett               | robert.cornett@jfs.ohio.gov            | 30 E Broad St Fl 32nd        | Columbus     | OH    | 43215-3414 | 888-296-7541 |
| Ohio Department of Job and Family Services        | Clay Fowler               | clay.fowler@jfs.ohio.gov               | 1005 South Pickaway Street   | Circleville  | OH    | 43113      | 740-420-7339 |
| Ohio Department of Job and Family Services        | Matthew Katona            | Matthew.Katona@jfs.ohio.gov            | 11699 Brookpark Rd           | Cleveland    | OH    | 44130-1135 | 216-407-9548 |
| Ohio Department of Job and Family Services        | William Jones             | william.jones@jfs.ohio.gov             | 11699 Brookpark Rd           | Cleveland    | OH    | 44130-1135 | 216-407-9548 |
| Ohio Department of Job and Family Services        | Doug Bowers               | Douglas.Bowers@jfs.ohio.gov            | 1111 Edwin C Moses Boulevard | Dayton       | OH    | 45402      | 937-285-6568 |
| Ohio Department of Job and Family Services        | Clay Fowler               | clay.fowler@jfs.ohio.gov               | 239 West Main Street         | Lancaster    | OH    | 43130      | 740-652-7814 |
| Ohio Department of Job and Family Services        | Marilyn Miller            | marilyn.miller@jfs.ohio.gov            | 11699 Brookpark Rd           | Parma        | OH    | 44130-1135 | 216-898-6102 |
| Ohio Means Jobs                                   | Marilyn Miller            | marilyn.miller@jfs.ohio.gov            | 1040 E Tallmadge Ave         | Akron        | OH    | 44310-3516 | 330-474-5122 |
| Ohio Means Jobs                                   | Steven James              | Steven.James@jfs.ohio.gov              | 1040 E Tallmadge Ave         | Akron        | OH    | 44310-3516 | 330-474-5122 |
| Ohio Means Jobs Crawford County                   | Dan Lipps                 | daniel.lipps@jfs.ohio.gov              | 225 East Mary Street         | Bucyrus      | OH    | 44820      | 419-562-8066 |
| Ohio Northern University                          | Nancy Sheely              | career@onu.edu                         | 525 S Main St                | Ada          | OH    | 45810-6000 | 419-772-2000 |
| Ohio State University- Marion Campus              | Will Smith                | smith.4818@osu.edu                     | 1465 Mount Vernon Ave        | Marion       | OH    | 43302-5628 | 740-725-6344 |
| Ohio State University Multicultural Center        | Teena Poole               | poole.72@osu.edu                       | 4th Floor, Ohio Union        | Columbus     | OH    | 43210      | 614-688-8449 |
| Ohio University - Women's Center                  | Sarah Jenkins             | jenkins1@ohio.edu                      | Baker University Center      | Athens       | OH    | 45701      | 740-593-9625 |
| Ohio University-Multicultural Center              | Center Manager            | multiculturalcenter@ohio.edu           | 205 Baker University Center  | Athens       | OH    | 45701      | 740-597-2110 |
| OhioMeansJobs - Columbiana County                 | David Oesch               | david.oesch@jfs.ohio.gov               | 7989 Dickey Drive            | Lisbon       | OH    | 44432      | 330-424-7006 |
| OhioMeansJobs - Muskingum County                  | Kevin Metz                | kevin.metz@jfs.ohio.gov                | 445 Woodlawn Avenue          | Zanesville   | OH    | 43701      | 740-454-0161 |
| OhioMeansJobs - Trumbull County                   | Paul Arthur               | paul.arthur@jfs.ohio.gov               | 280 North Park Avenue        | Warren       | OH    | 44481      | 330-675-2179 |
| OhioMeansJobs Adams County                        | Scott Netter              | scott.netter@jfs.ohio.gov              | 19221 State Route 136        | Winchester   | OH    | 45697      | 937-695-0316 |
| OhioMeansJobs Allen County                        | Rob Cornett               | robert.cornett@jfs.ohio.gov            | 1501 South Dixie Highway     | Lima         | OH    | 45804      | 937-285-6568 |
| OhioMeansJobs Ashland County                      | Patty Sheppard            | Patty.Sheppard@jfs.ohio.gov            | 15 West 4th Street           | Ashland      | OH    | 44805      | 419-282-5000 |
| OhioMeansJobs Auglaize County                     | Rob Cornett               | robert.cornett@jfs.ohio.gov            | 13093 Infirmary Road         | Wapakoneta   | OH    | 45895      | 567-242-2750 |
| OhioMeansJobs Center - Noble County               | Cindy Frederickson        | cindy.frederickson@jfs.ohio.gov        | 46049 Marietta Road          | Caldwell     | OH    | 43724      | 740-732-2392 |
| OhioMeansJobs Champaign County                    | Andrea Mitchell           | andreaL.mitchell@jfs.ohio.gov          | 1512 S Us Highway 68         | Urbana       | OH    | 43078-9198 | 937-484-1500 |
| OhioMeansJobs Champaign County                    | Ronald Orr                | Ronald.Orr@jfs.ohio.gov                | 1512 S Us Highway 68         | Urbana       | OH    | 43078-9198 | 937-484-1500 |
| OhioMeansJobs Clark County                        | Jeff Adams                | jeffrey.adams@jfs.ohio.gov             | 1345 Lagonda Ave             | Springfield  | OH    | 45503-4001 | 937-327-1962 |
| OhioMeansJobs Coshocton County                    | Mark Pellegrino           | Mark.Pellegrino@jfs.ohio.gov           | 725 Pine Street              | Coshocton    | OH    | 43812      | 740-295-7560 |
| OhioMeansJobs Defiance County Veterans Services   | Tonya Brunner             | veterans@defiance-county.com           | 1300 E 2nd St                | Defiance     | OH    | 43512-2482 | 419-782-6861 |
| OhioMeansJobs Defiance County Veterans Services   | William (Nick) Hill       | william.hill@jfs.ohio.gov              | 1300 E 2nd St                | Defiance     | OH    | 43512-2482 | 419-782-6861 |
| OhioMeansJobs Delaware County                     | Lisa Eichelberger         | lisa.eichelberger@jfs.ohio.gov         | 140 N Sandusky St            | Delaware     | OH    | 43015-1769 | 740-833-2338 |
| OhioMeansJobs Guernsey County                     | Scott Switzer             | Scott.Switzer@jfs.ohio.gov             | 324 Highland Avenue          | Cambridge    | OH    | 43725      | 740-432-2381 |
| OhioMeansJobs Guernsey County                     | Sue Thomas-Sikora         | Sue.Thomas-Sikora@jfs.ohio.gov         | 324 Highland Avenue          | Cambridge    | OH    | 43725      | 740-432-2381 |
| OhioMeansJobs Hardin County                       | Teresa Taylor             | teresataylor77@yahoo.com               | 1021 W Lima St               | Kenton       | OH    | 43326-8848 | 419-674-2312 |
| OhioMeansJobs Holmes County                       | Sundee Porter             | sundee.porter@jfs.ohio.gov             | 85 N Grant St                | Millersburg  | OH    | 44654-1166 | 330-674-1111 |
| OhioMeansJobs Holmes County                       | Wendy Allison             | wendy.allison@jfs.ohio.gov             | 85 N Grant St                | Millersburg  | OH    | 44654-1166 | 330-674-1111 |
| OhioMeansJobs Jackson County                      | Brian Lent                | brian.lent@jfs.ohio.gov                | 25E South Street             | Jackson      | OH    | 45640      | 740-286-4181 |
| OhioMeansJobs Jefferson County                    | Galen Wade                | Galen.Wade@jfs.ohio.gov                | 114 N 4th St                 | Steubenville | OH    | 43952-2132 | 740-282-0971 |

## 2023 FCC Outreach Sources

### FCC Unit: 13538 Midwest Central Ohio

| Community Organization  | Recipient Name     | Recipient Email(s)                    | Organization Address       | City           | State | Zip        | Phone        |
|---|--------------------|---------------------------------------|----------------------------|----------------|-------|------------|--------------|
| OhioMeansJobs Jefferson County                                    | General Contact    | jc_cac@hotmail.com                    | 114 N 4th St               | Steubenville   | OH    | 43952-2132 | 740-282-0971 |
| OhioMeansJobs Licking County                                      | Mark Pellegrino    | Mark.Pellegrino@jfs.ohio.gov          | 998 East Main Street       | Newark         | OH    | 43055      | 740-670-8700 |
| OhioMeansJobs Miami County  | Matthew Longfellow | Matthew.Longfellow@jfs.ohio.gov       | 2040 North County Road 25A | Troy           | OH    | 45373      | 937-440-3465 |
| OhioMeansJobs Miami County  | Michael Burkholder | michael.burkholder@jfs.ohio.gov       | 2040 North County Road 25A | Troy           | OH    | 45373      | 937-440-3465 |
| OhioMeansJobs Miami County  | Preston Keith      | preston.keith@jfs.ohio.gov            | 2040 North County Road 25A | Troy           | OH    | 45373      | 937-440-3465 |
| OhioMeansJobs Perry County  | Brian Lent         | brian.lent@jfs.ohio.gov               | 212 South Main Street      | New Lexington  | OH    | 43764      | 740-342-3551 |
| OhioMeansJobs Perry County  | John Bateman       | john.bateman@jfs.ohio.gov             | 212 South Main Street      | New Lexington  | OH    | 43764      | 740-342-3551 |
| OhioMeansJobs Pike County   | Jeremy Rogers      | Jeremy.Rogers@jfs.ohio.gov            | 941 Market St              | Piketon        | OH    | 45661-9757 | 866-820-1185 |
| OhioMeansJobs Putnam County                                       | Susie Wischmeyer   | wischs@odjfs.state.oh.us              | 575 Ottawa-Glandorf Road   | Ottawa         | OH    | 45875      | 567-376-3777 |
| OhioMeansJobs Shelby County                                       | Matthew Longfellow | Matthew.Longfellow@jfs.ohio.gov       | 227 S Ohio Ave             | Sidney         | OH    | 45365-3003 | 937-132-9297 |
| OhioMeansJobs Wyandot County                                      | Heidi Quirion      | heidi.quirion@jfs.ohio.gov            | 120 East Johnson Street    | Upper Sandusky | OH    | 43351      | 419-617-4230 |
| Oneonta Job Corps Center  | Barbara Torrey     | torrey.barbara@jobcorps.org           | 21 Homer Folks Ave         | Oneonta        | NY    | 13820-4698 | 607-433-2111 |
| Operation Job Ready Veterans                                      | Mike Espinda       | ojrvadmin@jobreadyvets.org            | 9130 Otis Avenue           | Indianapolis   | IN    | 46216      | 855-456-2732 |
| Opportunities for a Better Tomorrow                               | Terri Saucier      | tsaucier@obtjobs.org                  | 783 4th Ave                | Brooklyn       | NY    | 11232-1611 | 718-369-0303 |
| Opportunities for Ohioans with Disabilities- Cleveland BVR        | Camille Ali        | Camille.Ali@ood.ohio.gov              | 14650 Detroit Avenue       | Lakewood       | OH    | 44107      | 216-227-3250 |
| P3 Army Readiness Specialist -TX - Southern                       | Mauricio Jalomo    | mauricio.jalomo.ctr@mail.mil          | 1920 Harry Wurzbach Road   | San Antonio    | TX    | 78209      | 210-221-5919 |
| Parma Vet Center  | Rosa Torres        | rosa.torres3@va.gov                   | 5700 Pearl Rd Ste 102      | Parma          | OH    | 44129-2537 | 440-845-5023 |
| Passaic County Community College                                  | Michael Powell     | mpowell@pccc.edu                      | 1 College Boulevard        | Paterson       | NJ    | 7505       | 973-684-6136 |
| Peekskill Employment Center                                       | Frank Casilla III  | Frank.CasillasIII@labor.ny.gov        | 201 South James Street     | Peekskill      | NY    | 10566      | 914-737-3490 |
| Perry County Veterans Services                                    | Adele Allen        | pcvets@perrycountyohio.net            | Po Box 66                  | New Lexington  | OH    | 43764-0066 | 740-342-2536 |
| Pickaway County Ohio - Veterans Services                          | Margi Pettibone    | mpettibone@pickawaycountyohio.gov     | 141 West Main Street       | Circleville    | OH    | 43113      | 740-474-3650 |
| Pickaway County Ohio - Veterans Services                          | Todd Huffman       | thuffman@pickawaycountyohio.gov       | 141 West Main Street       | Circleville    | OH    | 43113      | 740-474-3650 |
| Pike County Veterans Services                                     | Rose Bamba         | roseb320@yahoo.com                    | 120 S Market St            | Waverly        | OH    | 45690-1317 | 740-947-2766 |
| Places for People   | Gil Lewis          | gllewis@placesforpeople.org           | 1001 Lynch Street          | St. Louis      | MO    | 63118      | 314-535-5600 |
| Preble County Veterans Services                                   | Keith Carr         | kcarr@preblecountyveterans.com        | 1322 North Barron Street   | Eaton          | OH    | 45320      | 937-456-6111 |
| Project Renewal   | Michele D'Amato    | Michele.D'Amato@projectrenewal.org    | 200 Varick Street          | New York       | NY    | 10014      | 212-620-0340 |
| Promise House   | Regina Levine      | teenparents@promisehouse.org          | 224 West Page Avenue       | Dallas         | TX    | 75208      | 214-941-8578 |
| Queens Vet Center   | Zhuo Chen          | zhuo.chen@va.gov                      | 75-10B 91 Ave              | Woodhaven      | NY    | 11421      | 718-296-2871 |
| Randolph County Veteran Services                                  | Michael Kennedy    | rcinvso@yahoo.com                     | 325 S Oak St               | Winchester     | IN    | 47394-2244 | 765-584-1463 |
| REACH, Inc  | Kevin Johnson      | kjohnson@reachcils.org                | 8625 King George Drive     | Dallas         | TX    | 75235      | 214-630-4796 |
| Refuge Ranch Ministries   | General Contact    | refugeranchministries@gmail.com       | Po Box 470371              | Charlotte      | NC    | 28247-0371 | 704-900-5957 |
| Richland County OneStop Employment and Training Center - Veterans | Dan Lipps          | daniel.lipps@jfs.ohio.gov             | 183 Park Ave E             | Mansfield      | OH    | 44902-1829 | 419-522-2210 |
| Richmond County Chamber of Commerce                               | Christy --         | info@richmondcountychamber.com        | 101 W Broad Ave            | Rockingham     | NC    | 28379-3671 | 910-895-9058 |
| Ripley County Veteran Services                                    | Ken Hylton         | khylton@ripleycounty.com              | 102 First Street North     | Versailles     | IN    | 47042      | 812-689-7165 |
| Rutherford County Veteran Services                                | Marie Champion     | marie.champion@rutherfordcountync.gov | 303 Fairground Road        | Spindale       | NC    | 28160      | 828-287-6185 |
| SAKHI For South Asian Women                                       | Sandeep Bathala    | sandeep.bathala@sakhi.org             | P.O. Box 1333              | New York       | NY    | 10008      | 212-714-9153 |
| Sandusky County Department of Job and Family Services             | Bonnie Nusser      | bsnusser@wsos.org                     | 2511 Countryside Drive     | Fremont        | OH    | 43420      | 419-332-2169 |
| Saratoga County Chamber of Commerce                               | Sara Thornton      | sthornton@saratoga.org                | 28 Clinton St              | New York       | NY    | 10002-1770 | 518-584-3255 |
| Schenck Job Corps Center  | Michael Holmes     | holmes.michael@jobcorps.org           | 98 Schenck Dr              | Pisgah Forest  | NC    | 28768-9718 | 828-862-6100 |

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| Community Organization                                       | Recipient Name             | Recipient Email(s)                                       | Organization Address             | City         | State | Zip        | Phone              |
|--|----------------------------|--|----------------------------------|--------------|-------|------------|--------------------|
| Seeing Hand Association, Inc.                                | Theresa --                 | theresa@seeinghandassociation.com                        | 750 Main St                      | Wheeling     | WV    | 26003-2571 | 304-232-4810       |
| SER of Westchester, Inc.                                     | Karen Lugo                 | serofwestchester@gmail.com                               | 76 Mamaroneck Avenue             | White Plains | NY    | 10601      | 914-681-0996       |
| Shawnee State University                                     | Austin Raines              | araines@shawnee.edu                                      | 940 2nd St                       | Portsmouth   | OH    | 45662-4303 | 740-351-3398       |
| Shelby County Veterans Services                              | Theresa Manteuffel         | tmanteuffel@hotmail.com                                  | 133 S Ohio Ave                   | Sidney       | OH    | 45365-2716 | 937-498-7282       |
| Society of Women Engineers - Lorain County Community College | Ramona Anand               | ranand@lorainccc.edu                                     | 1005 North Abbe Road             | Elyria       | OH    | 44035      | 440-366-4930       |
| SOCIL - Southeastern Ohio Center for Independent Living      | Jordy Stringer             | jssocil@gmail.com  | 418 S Broad St                   | Lancaster    | OH    | 43130-4324 | 740-689-1494       |
| Soldier & Family Readiness Center                            | Sewonya Jackson            | Sewonya.Jackson@twc.state.tx.us                          | Bldg. 36051 Santa Fe Ave.        | Fort Hood    | TX    | 76544      | 254-742-4453       |
| Soldier for Life Transition Assistance Program - Fort Carson | Laura Foster               | laura.j.foster.ctr@us.army.mil                           | 1625 Long Street                 | Fort Carson  | CO    | 80913      | 719-526-1002       |
| South Carolina State University                              | Joseph Thomas              | jthoma21@scsu.edu  | PO Box 7068                      | Orangeburg   | SC    | 29117      | 803-536-7033       |
| Southwest Center for Independence                            | Daniel Rieber              | dan@swilc.org  | 3473 Main Avenue                 | Durango      | CO    | 81301      | 970-903-1932       |
| Southwestern Christian College                               | Kecia Baker                | kbakerswcc@gmail.com                                     | 200 Bowser Circle                | Terrell      | TX    | 75160      | 972-524-3341       |
| St. Francis Center   | David Lee                  | dlee@sfcdenver.org                                       | 2323 Curtis Street               | Denver       | CO    | 80205      | 303-298-8686       |
| St. Francis College  | Christopher Hughes         | chughes@sfc.edu  | 180 Remsen Street                | Brooklyn     | NY    | 11201      | 718-489-5360       |
| St. Thomas Aquinas College                                   | Linda Hayden               | lhayden@stac.edu   | 125 Route 340                    | Sparkill     | NY    | 10976-1041 | 845-398-4065       |
| Stanly County North Carolina - Veterans Services             | Rod Barbee                 | rbarbee@stanlycountync.gov                               | 1000 North 1st Street            | Albemarle    | NC    | 28001      | 704-986-3694       |
| Stark County Veterans Services                               | Jeremy Shankel             | jrshankel@starkcountyohio.gov                            | 110 Central Plz S                | Canton       | OH    | 44702-1426 | 330-451-7457       |
| Step Up Women's Network                                      | Tanwe General              | newyork@suwn.org   | 159 Bleecker Street              | New York     | NY    | 10012      | 646-833-3021       |
| Stonewall Columbus   | Michele Fregonas           | info@stonewallcolumbus.org                               | 1160 North High Street           | Columbus     | OH    | 43201      | 614-299-7764       |
| Suffolk County Community College                             | Ellen Richards             | richare@sunysuffolk.edu                                  | 533 College Road                 | Selden       | NY    | 11784      | 631-451-4049       |
| SUNY - Purchase College                                      | Jessica Mazzia DeLong      | career.development@purchase.edu                          | 735 Anderson Hill Road           | Harrison     | NY    | 10577      | 914-251-6370       |
| Super Jobs Center of Hamilton County                         | Darryl Gaither             | darryl.gaither@jfs.ohio.gov, Freddie.Joyner@jfs.ohio.gov | 1916 Central Pkwy                | Cincinnati   | OH    | 45214-2305 | 513-946-7200       |
| Super Jobs Center-VETERANS REP                               | Jeffrey Hapner             | jeffrey.hapner@jfs.ohio.gov                              | 1916 Central Pkwy                | Cincinnati   | OH    | 45214-2305 | 608-266-3110       |
| Syracuse Job Corps Center                                    | Diana Fowler               | dfowler@chpinternational.com                             | 224 Harrison Street              | Syracuse     | NY    | 13202      | 315-478-5529       |
| Tarrant County Vet Center                                    | Randall Kahan              | randall.kahan@va.gov                                     | 3337 W Pioneer Pkwy              | Pantego      | TX    | 76013-4603 | 817-274-0981       |
| Texas Governor's Committee on People with Disabilities       | Nancy --                   | gcpd@governor.state.tx.us                                | 1100 San Jacinto Blvd            | Austin       | TX    | 78701-1935 | 512-463-5739       |
| Texas Veterans Commission                                    | Venitta Robinson           | venitta.robinson@tvc.texas.gov                           | 3402 North Buckner Boulevard     | Dallas       | TX    | 75228      | 214-438-6365       |
| Texas Veterans Commission                                    | Acie Evans                 | Acie.evans@tvc.texas.gov                                 | 1700 Congress Avenue             | Houston      | TX    | 77002      | 713-661-3220 x1054 |
| Texas Wesleyan University                                    | Sherri Mata                | careerservices@txwes.edu                                 | 1201 Wesleyan St                 | Fort Worth   | TX    | 76105-1536 | 817-531-6552       |
| Texas Workforce Solutions - Employer Service Division        | Je'Vaun Brodie             | je'vaun.brodie@wrksolutions.com                          | 3355 West Alabama Street         | Houston      | TX    | 77098      | 713-590-2699       |
| Texas Workforce Solutions-Vocational Rehabilitation          | Billy Belz                 | william.belz@twc.state.tx.us                             | 1301 South Bowen Road            | Arlington    | TX    | 76013      | 817-436-4114       |
| The Arc Clark County   | Scott Jones                | sjones@clarkdd.org                                       | Po Box 3011                      | Springfield  | OH    | 45501-3011 | 937-323-0930       |
| The Arc of Allen County                                      | Brad Perrott               | arc@wcoil.com  | 546 S Collett St                 | Lima         | OH    | 45805-3210 | 419-225-6285       |
| The Arc of Aurora  | Receptionist .             | dsarcaurora@aol.com                                      | 1342 S Chambers Rd               | Aurora       | CO    | 80017-4045 | 720-213-1420       |
| The Arc of Denton County                                     | Kay Goodman                | info@arcofdentoncounty.org                               | N/A                              | Denton       | TX    | 76201      | 972-436-8471       |
| The Arc of Lucas County                                      | Judy Reber                 | judy.reber@bex.net                                       | 5605 Monroe St                   | Sylvania     | OH    | 43560-2702 | 419-843-1344       |
| The Arc of the Capital Area                                  | Maria Kelly                | mkelly@arcofthecapitalarea.org                           | N/A                              | Austin       | TX    | 73301      | 512-476-7044       |
| The Center   | Shawan Turner              | sturner@lgbtqcolorado.org                                | 1301 East Colfax Avenue          | Denver       | CO    | 80218      | 303-733-7743       |
| The College of New Rochelle                                  | Mariela Torres             | martorres@cnr.edu  | 29 Castle Place                  | New Rochelle | NY    | 10805      | 914-654-5568       |
| The Employment netWork                                       | Natalie.salisbury Triplett | natalie.salisbury-triplett@jfs.ohio.gov                  | 42495 N Ridge Rd                 | Elyria       | OH    | 44035-1045 | 440-324-5244       |
| The Employment Source  | Troy Bradfield             | Troy.Bradfield@jfs.ohio.gov                              | 822 30th Street Northwest        | Canton       | OH    | 44709      | 330-491-2606       |
| The Family Center  | Mario Gilborn              | mgilborn@thefamilycenter.org                             | 315 West 36th Street             | New York     | NY    | 10018      | 212-766-4522       |
| The Job Center Montgomery County                             | Doug Bowers                | Douglas.Bowers@jfs.ohio.gov                              | 1111 S. Edwin C. Moses Boulevard | Dayton       | OH    | 45408      | 937-285-6568       |
| The Loft - Lesbian & Gay Community Services Center           | Scott Havelka              | info@Loftgaycenter.org                                   | 252 Bryant Avenue                | White Plains | NY    | 10605      | 914-948-2932       |

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| Community Organization   | Recipient Name       | Recipient Email(s)                    | Organization Address         | City           | State | Zip        | Phone            |
|--|----------------------|---------------------------------------|------------------------------|----------------|-------|------------|------------------|
| The National Association of Hispanic Journalists - Denver          | Anne Trujillo        | anne.trujillo@kmgh.com                | 123 Speer Boulevard          | Denver         | CO    | 80203      | 832-788-8275     |
| The Native American Indian Center of Central Ohio                  | Masami Smith         | tymasami@sbcglobal.net                | 67 E Innis Ave               | Columbus       | OH    | 43207-1869 | 614-443-6120     |
| The North Texas Business & Professional Women's League Inc.        | Kennice Gossip       | kgossip@aol.com                       | 3216 San Jacinto Street      | Dallas         | TX    | 75204      | 214-388-1314     |
| The Point Arc Northern Kentucky                                    | Brittney Burkholder  | bburkholder@thepointarc.org           | 104 W Pike St                | Covington      | KY    | 41011-2310 | 859-491-9191     |
| The Salvation Army - Harbor Light Complex                          | William Auzenne      | William.Auzenne@USE.SalvationArmy.Org | 1710 Prospect Avenue East    | Cleveland      | OH    | 44115      | 216-781-3773     |
| The Work Station   | Brian Lent           | brian.lent@jfs.ohio.gov               | 70 N Plains Rd Ste C         | The Plains     | OH    | 45780-1095 | 740-797-1405     |
| The Work Station   | John Bateman         | john.bateman@jfs.ohio.gov             | 70 N Plains Rd Ste C         | The Plains     | OH    | 45780-1095 | 740-797-1405     |
| Tiffin University  | Celinda Sherger      | schergercm@tiffin.edu                 | 6565 Commerce Pkwy           | Dublin         | OH    | 43017-3221 | 419-448-3441     |
| Tri-County Community College                                       | Erika Gillis         | egillis@tricitycc.edu                 | 21 Campus Cir                | Murphy         | NC    | 28906-6552 | 828-835-4259     |
| TX Workforce Solutions Vocational Rehabilitation - Alpha           | General Contact      | info@wfsdallas.com                    | 5955 Alpha Road              | Dallas         | TX    | 75240      | 972-388-5600     |
| TX Workforce Solutions Vocational Rehabilitation - Irving          | Tambra Mason         | tambra.mason@twc.state.tx.us          | 1636 West Irving Boulevard   | Irving         | TX    | 75061      | 972-988-7200     |
| TX Workforce Solutions Vocational Rehabilitation - San Marcos      | Laura Lacour         | laura.lacour@twc.state.tx.us          | 1901 Dutton Drive            | San Marcos     | TX    | 78666      | 512-396-7930     |
| U.S. Department of Veterans Affairs                                | Anna Thomas          | Anna.Thomas@va.gov                    | 5500 East Kellogg Drive      | Wichita        | KS    | 67218      | 913-688-6774     |
| Union County Veteran Services                                      | Michelle Marcano     | michelle.marcano@co.union.nc.us       | 500 N Main St Ste 629        | Monroe         | NC    | 28112-4730 | 704-283-3711     |
| United Cerebral Palsy Of Hudson County                             | Cherryl Noel         | cnoel@ucpofhudsoncounty.org           | 721 Broadway                 | Bayonne        | NJ    | 07002-4786 | 201-436-2200     |
| University of Central Missouri                                     | Sarah Cavanah        | careers@ucmo.edu                      | 108 W South St               | Warrensburg    | MO    | 64093-2324 | 660-543-4985     |
| University of Texas Arlington                                      | Nicole Philips       | nicole.philip@uta.edu                 | 300 West 1st Street          | Arlington      | TX    | 76010      | 817-272-6702     |
| Upwardly Global - Chicago  | Bethany Atkins       | bethanya@upwardlyglobal.org           | 123 West Madison Street      | Chicago        | IL    | 60602      | 312-431-1923     |
| Upwardly Global - Chicago  | Fahad Al Nimah       | fahad@upwardlyglobal.org              | 123 West Madison Street      | Chicago        | IL    | 60602      | 312-431-1923     |
| Upwardly Global - New York   | Daryna Marchenko     | daryna@upwardlyglobal.org             | 401 Broadway                 | New York       | NY    | 10013      | 212-219-8828     |
| Urban Inter-Tribal Center of Texas                                 | Stephanie Villanueva | stephanie.villanueva@uitct.com        | 1283 Record Crossing Road    | Dallas         | TX    | 75235      | 214-914-1050     |
| Urban League of Greater Southwestern Ohio                          | Billie Vega          | bvega@ulgso.org                       | 3458 Reading Road            | Cincinnati     | OH    | 45229      | 513-281-9955     |
| Urban League of Greater Southwestern Ohio                          | Rocky Shabazz        | rshabazz@ulgso.org                    | 3458 Reading Road            | Cincinnati     | OH    | 45229      | 513-281-9955     |
| Urban Pathways, Inc.   | John Manescu         | JManescu@urbanpathways.org            | 575 8th Ave Fl 9th           | New York       | NY    | 10018-3011 | 212-736-7385x231 |
| Van Wert County JFS/OhioMeansJobs                                  | Mindy Eales          | Mindy.Eales@jfs.ohio.gov              | 114 East Main Street         | Van Wert       | OH    | 45891      | 419-238-5430     |
| Van Wert County Veterans Services                                  | Barry Johns          | vwwvets@vanwertcounty.org             | 121 E Main St                | Van Wert       | OH    | 45891-1792 | 419-238-9592     |
| Veterans County Service Officers Association of Texas - Bowie      | James Henderson      | JHenderson@dallascounty.org           | Po Box 248                   | New Boston     | TX    | 75570-0248 | 903-628-6807     |
| Veterans County Service Officers Association of Texas - Collin     | Gary Jackson         | veteranservices@collincountytx.gov    | 900 East Park Boulevard      | Plano          | TX    | 75074      | 972-881-3060     |
| Veterans County Service Officers Association of Texas - Comal      | Michelle Davis       | vetmbd@co.comal.tx.us                 | 345 Landa St Ste 190         | New Braunfels  | TX    | 78130-5457 | 830-221-1170     |
| Veterans County Service Officers Association of Texas - Denton     | Spencer Kimball      | spencer.kimball@dentoncounty.com      | 1505 E Mckinney St           | Denton         | TX    | 76209-4525 | 940-349-2950     |
| Veterans County Service Officers Association of Texas - Ellis      | James Wilhoite       | veterans.serv@co.ellis.tx.us          | 101 W Main St                | Waxahachie     | TX    | 75165-0405 | 972-825-5099     |
| Veterans County Service Officers Association of Texas - Hays       | Jude Prather         | jude.prather@co.hays.tx.us            | 102 N Lbj Dr Ste 207         | San Marcos     | TX    | 78666-5699 | 512-392-8387     |
| Veterans County Service Officers Association of Texas - Johnson    | Kathryn Fasci        | kathryn@johnsoncountytexas.org        | 2 No. Main Street,           | Cleburne       | TX    | 76033-5404 | 817-556-6352     |
| Veterans County Service Officers Association of Texas - Tarrant    | Chester Slaughter    | cislaughter@tarrantcounty.com         | 1200 Circle Dr               | Fort Worth     | TX    | 76119-8112 | 817-531-5645     |
| Veterans County Service Officers Association of Texas - Travis     | Susan Lewis          | susan.lewis@co.travis.tx.us           | Po Box 1748                  | Austin         | TX    | 78767-1748 | 512-854-9340     |
| Veterans County Service Officers Association of Texas - Williamson | Karen Walker         | karen.walker@wilco.org                | 3151 Se Inner Loop Ste C     | Georgetown     | TX    | 78626-6343 | 512-943-1900     |
| Veterans County Service Officers Association of Texas - Wise       | Laura Spain          | laura.spain@co.wise.tx.us             | Po Box 1567                  | Decatur        | TX    | 76234-6148 | 940-627-2470     |
| Veterans Stand Down - Harker Heights                               | Paula Wood           | paula.wood2@va.gov                    | 302 Millers Crossing Suite 4 | Harker Heights | TX    | 76548      | 254-743-1261     |
| Vets Hired   | Oran Brown           | oran@militaryinclusion.com            | 4455 Federal Boulevard       | San Diego      | CA    | 92102      | 619-277-9099     |

## 2023 FCC Outreach Sources

### FCC Unit: 13538 Midwest Central Ohio

| Community Organization  | Recipient Name          | Recipient Email(s)           | Organization Address       | City             | State | Zip        | Phone        |
|---|-------------------------|------------------------------|----------------------------|------------------|-------|------------|--------------|
| Vinton CDJFS One Stop Employment & Training Center                        | Rick Reynolds           | reynor01@odjfs.state.oh.us   | 30975 Industrial Park Road | McArthur         | OH    | 45651      | 740-596-2584 |
| Vocational Guidance Services - Cleveland Workforce Campus                 | Nicole Clevenger        | NicoleClevenger@vgsjob.org   | 2235-2239 East 55th Street | Cleveland        | OH    | 44103      | 216-431-7800 |
| Vocational Rehabilitation - Rockland Satellite                            | Michele Green           | mgreen@mail.nysed.gov        | 15 Perlman Dr              | Spring Valley    | NY    | 10977-5281 | 845-426-5410 |
| Vocational Rehabilitation Services - Cincinnati                           | Cynthia L. Crews        | cynthia.crews@ood.ohio.gov   | 895 Central Avenue         | Cincinnati       | OH    | 45202      | 513-309-5140 |
| Vocational Rehabilitation Services - Cleveland                            | Michael Hoag            | michael.hoag@ood.ohio.gov    | 14650 Detroit Avenue       | Lakewood         | OH    | 44107      | 216-227-3250 |
| Vocational Rehabilitation Services - Dayton                               | Cynthia L. Crews        | cynthia.crews@ood.ohio.gov   | 1435 Cincinnati Street     | Dayton           | OH    | 45417      | 937-331-5000 |
| Vocational Rehabilitation Services - Lima                                 | James Minutilli         | james.minutilli@ood.ohio.gov | 2190 Allentown Road        | Lima             | OH    | 45805      | 419-228-1421 |
| Vocational Rehabilitation Services - Mansfield                            | Michelle Hindel         | Michelle.hindel@ood.ohio.gov | 800 Park Avenue West       | Mansfield        | OH    | 44906      | 419-747-3000 |
| Vocational Rehabilitation Services - Zanesville                           | Michelle Hindel         | Michelle.hindel@ood.ohio.gov | 601 Underwood Street       | Zanesville       | OH    | 43701      | 740-453-0673 |
| Vocational Rehabilitation-Albemarle                                       | Susan Carter            | dvr.web.W3200@dhhs.nc.gov    | 702 Henson St              | Albemarle        | NC    | 28001-4379 | 704-982-8124 |
| Vocational Rehabilitation-Asheboro  | General Contact         | dvr.web.C2200@dhhs.nc.gov    | 958 S Park St              | Asheboro         | NC    | 27203-6370 | 336-629-1040 |
| Vocational Rehabilitation-Chapel Hill                                     | Chapter Officer         | dvr.web.C0800@dhhs.nc.gov    | 548 Smith Level Rd         | Chapel Hill      | NC    | 27516      | 919-969-7350 |
| Vocational Rehabilitation-Clinton   | Office Manager          | dvr.web.C3800@dhhs.nc.gov    | 215 W Main St              | Clinton          | NC    | 28328-4048 | 910-592-4051 |
| Vocational Rehabilitation-Concord   | Debrah .                | dvr.web.W0400@dhhs.nc.gov    | 2295 Kannapolis Hwy        | Concord          | NC    | 28027-4266 | 704-788-2172 |
| Vocational Rehabilitation-Durham  | Officer .               | dvr.web.C0700@dhhs.nc.gov    | 4312 Western Park Pl       | Durham           | NC    | 27705-2332 | 919-560-6810 |
| Vocational Rehabilitation-Fayetteville                                    | Ellen Schilling Morales | dvr.web.C1000@dhhs.nc.gov    | 1200 Fairmont Ct           | Fayetteville     | NC    | 28304-4403 | 910-486-1101 |
| Vocational Rehabilitation-Flat Rock                                       | General Contact         | dvr.web.W0100@dhhs.nc.gov    | 578 Upward Rd Unit 8       | Flat Rock        | NC    | 28731-9473 | 828-692-9184 |
| Vocational Rehabilitation-Forest City                                     | General Contact         | dvr.web.W2000@dhhs.nc.gov    | 277 Commercial St          | Forest City      | NC    | 28043-2852 | 828-245-1223 |
| Vocational Rehabilitation-Gladstone                                       | James Ankrom            | james.ankrom@vr.dese.mo.gov  | 310 Nw Englewood Rd        | Gladstone        | MO    | 64118-4065 | 816-467-7900 |
| Vocational Rehabilitation-Goldsboro                                       | Tim .                   | dvr.web.E2700@dhhs.nc.gov    | 2719 Graves Dr             | Goldsboro        | NC    | 27534-4536 | 919-778-3795 |
| Vocational Rehabilitation-Greenville                                      | Center Office           | dvr.web.E1100@dhhs.nc.gov    | 101 Fox Haven Dr           | Greenville       | NC    | 27858-7101 | 252-830-8560 |
| Vocational Rehabilitation-Hannibal  | Jo Moncrief             | jo.moncrief@vr.dese.mo.gov   | 112 Jaycee Dr              | Hannibal         | MO    | 63401-3673 | 573-248-2410 |
| Vocational Rehabilitation-Jacksonville                                    | Shannon Vitak           | Shannon.Vitak@dhhs.nc.gov    | 110 Branchwood Dr # B      | Jacksonville     | NC    | 28546-5900 | 910-455-1445 |
| Vocational Rehabilitation-Laurinburg                                      | Office Contact          | dvr.web.C2500@dhhs.nc.gov    | 915 S Main St Ste D        | Laurinburg       | NC    | 28352-4700 | 910-276-4669 |
| Vocational Rehabilitation-Morehead City                                   | Office Manager          | dvr.web.E3600@dhhs.nc.gov    | 310 Commerce Ave Ste A     | Morehead City    | NC    | 28557-2952 | 252-247-2037 |
| Vocational Rehabilitation-North Wilkesboro                                | Office Manager          | dvr.web.W3000@dhhs.nc.gov    | 318 Wilkesboro Ave         | North Wilkesboro | NC    | 28659-4228 | 336-667-1205 |
| Vocational Rehabilitation-Pinehurst                                       | Office Manager          | dvr.web.C2400@dhhs.nc.gov    | 150 Blake Blvd             | Pinehurst        | NC    | 28374-8408 | 910-295-1530 |
| Vocational Rehabilitation-Roanoke Rapids                                  | Office Manager          | dvr.web.E3700@dhhs.nc.gov    | 615 Julian Alsbrook        | Roanoke Rapids   | NC    | 27870      | 252-537-1126 |
| Vocational Rehabilitation-Sedalia   | Karen Wilson            | karen.wilson@vr.dese.mo.gov  | 2115 W Broadway Blvd       | Sedalia          | MO    | 65301-2506 | 660-530-5560 |
| Vocational Rehabilitation-St. Charles                                     | Janis Miller            | janis.miller@vr.dese.mo.gov  | 3737 Harry S Truman Blvd   | Saint Charles    | MO    | 63301-4094 | 636-940-3300 |
| Vocational Rehabilitation-St. Louis South                                 | Les Barber              | Les.Barber@vr.dese.mo.gov    | 3248 Laclede Station Rd    | Saint Louis      | MO    | 63143-3709 | 314-877-1900 |
| Warren County Community College   | John Peppas             | JPeppas@warren.edu           | 475 State Route 57 W       | Washington       | NJ    | 07882-4343 | 908-835-9222 |
| West Virginia Department of Veterans Assistance - Parkersburg             | Jim Clemente            | James.V.Clemente@wv.gov      | 1 Court Square             | Parkersburg      | WV    | 26101      | 304-424-1952 |
| West Virginia Division of Rehabilitation Services - Weirton Branch Office | Melody Lange            | melody.j.lange@wv.gov        | 200 Municipal Plaza #100   | Weirton          | WV    | 26062-4572 | 304-723-5311 |
| West Virginia Division of Rehabilitation Services - Wheeling              | David Valentine         | david.m.valentine@wv.gov     | 40 14th St                 | Wheeling         | WV    | 26003-3424 | 304-238-1092 |
| White Rock Center of Hope   | Ted Beechler            | wrched@yahoo.com             | 10021a Garland Rd          | Dallas           | TX    | 75218-2918 | 214-324-8996 |
| WiCyS Austin  | Holly Parrish           | wicysaustin@wicys.org        | Virtual Organization       | Austin           | TX    | 73301      | N/A          |
| Wilmington College  | Dr. Nina Talley         | nina.l.talley@wilmington.edu | 1870 Quaker Way            | Wilmington       | OH    | 45177-2473 | 937-382-6661 |
| Wittenberg University   | Teresa Cantrell         | careers@wittenberg.edu       | 734 Woodlawn Ave           | Springfield      | OH    | 45504-2126 | 800-677-7558 |
| Workforce Boulder County  | Ben Chavez              | ben.chavez@state.co.us       | 1500 Kansas Avenue         | Longmont         | CO    | 80501      | 303-651-1510 |

## 2023 FCC Outreach Sources

### FCC Unit: 13538 Midwest Central Ohio

| Community Organization   | Recipient Name     | Recipient Email(s)                   | Organization Address            | City           | State | Zip        | Phone              |
|--|--------------------|--------------------------------------|---------------------------------|----------------|-------|------------|--------------------|
| Workforce One of Butler County                                     | Patricia Snell     | Patricia.Snell@jfs.ohio.gov          | 4631 Dixie Highway              | Fairfield      | OH    | 45014      | 513-785-6512       |
| Workforce One of Warren County                                     | Matthew B. Fetty   | OHIOVETSFIRST@jfs.ohio.gov           | 300 East Silver Street          | Lebanon        | OH    | 45036      | 513-695-1130       |
| Workforce One of Warren County                                     | Zach Ludi          | employmentservices@jfs.ohio.gov      | 300 East Silver Street          | Lebanon        | OH    | 45036      | 513-695-1130       |
| Workforce Solutions for North Central Texas                        | Perry Singer       | psinger@dfwjobs.com                  | 5800 Interstate 35              | Denton         | TX    | 76207      | 940-323-4335       |
| Workforce Solutions for North Central Texas                        | Vicki Mayweather   | VMayweather@dfwjobs.com              | 1101 Resource Drive             | Plano          | TX    | 75074      | 469-229-0099       |
| Workforce Solutions for North Central Texas                        | Danny Wyatt        | danny.wyatt@tvc.texas.gov            | 1712 W Highway 287 Business     | Waxahachie     | TX    | 75165-4707 | 972-937-8114       |
| Workforce Solutions for North Central Texas - Granbury             | Robin Greer (COS)  | rgreer@tvc.state.tx.us               | 919 West US Highway 377         | Granbury       | TX    | 76048      | 817-573-4282       |
| Workforce Solutions for North Central Texas - Plano                | Amanda Rose        | arose@dfwjobs.com                    | 820 Jupiter Rd Ste 100          | Plano          | TX    | 75074-7464 | 469-229-0099       |
| Workforce Solutions for Tarrant County - Eastside Workforce Center | Jackie Farris      | jackie.farris@workforcesolutions.net | 4701 East Lancaster Avenue      | Fort Worth     | TX    | 76103      | 817-413-2891       |
| Workforce Solutions Greater Dallas                                 | Dee Johnson        | dee.johnson@twc.state.tx.us          | 500 North Akard Street          | Dallas         | TX    | 75201      | 214-290-1000       |
| Worknet  | Sam Jones          | sam@worknetnow.com                   | 800 N Tucker Blvd               | Saint Louis    | MO    | 63101-1000 | 866-872-1743       |
| Wright Patterson Air Force Base                                    | Shonte Gonzalez    | shonte.gonzalez@us.af.mil            | 2000 Albrook Dr                 | Wpafb          | OH    | 45433-5345 | 937-656-2946       |
| WTS-Women's Transportation Seminar-Greater New York Chapter        | Marcia Shapiro     | marcia.s.shapiro@gmail.com           | Po Box 989                      | New York       | NY    | 10116-0989 | 646-460-4947       |
| WTS-Women's Transportation Seminar-Northeast Ohio Chapter          | Kirsten Bowen      | knbowen@mbakercorp.com               | 1228 Euclid Ave                 | Cleveland      | OH    | 44115-1834 | 216-776-6609       |
| WV Division of Rehabilitation Services                             | Michael Lamb       | Michael.j.lamb@wv.gov                | 4701 MacCorkle Avenue Southeast | Charleston     | WV    | 25304      | 304-356-2060       |
| WV Division of Rehabilitation Services                             | Leonard Shedloski  | Leonard.Shedloski@wv.gov             | 777 North Jefferson Street      | Lewisburg      | WV    | 24901      | 304-647-7515       |
| WV Division of Rehabilitation Services                             | David Valentine    | david.m.valentine@wv.gov             | 257 West Virginia 2             | Paden City     | WV    | 26159      | 304-455-0902       |
| WV Division of Rehabilitation Services                             | Angela Reed        | Angela.D.Reed@wv.gov                 | 400 5th Street                  | Parkersburg    | WV    | 26101      | 304-420-4580       |
| Wyandot County Veterans Services                                   | Theresa Morgan     | tmorgan30@sbcglobal.net              | 129 S Sandusky Ave              | Upper Sandusky | OH    | 43351-1436 | 419-294-2045       |
| Xavier University  | Valarie Jacobsen   | jacobsenv@xavier.edu                 | 3800 Victory Parkway            | Cincinnati     | OH    | 45207      | 513-745-4880       |
| YAI / NIPD (National Institute for People with Disabilities)       | Adelpha Peterson   | adelpha.peterson@yai.org             | 460 W 34th St                   | New York       | NY    | 10001-2320 | 212-273-6134       |
| Yes! For Youth   | Mike Smith         | msmith@yesforyouth.org               | 1723 Webster St                 | Dayton         | OH    | 45404      | 937-275-1874 x17   |
| Yonkers Chamber of Commerce  | Gina Manzueta      | gmanzueta@yonkerschamber.com         | 55 Main St                      | Yonkers        | NY    | 10701-2739 | 914-963-0332       |
| Yonkers Employment Center  | John O'Shaughnessy | john.oshaughnessy@labor.ny.gov       | 20 S Broadway                   | Yonkers        | NY    | 10701-3713 | 914-423-9500       |
| YWCA - Metro St. Louis   | Olivia Adams       | oadams@ywcastlmo.org                 | 1155 Olivette Executive Parkway | Olivette       | MO    | 63132      | 314-531-1115       |
| YWCA City of New York  | Sara Raassi        | info@ywcanyc.org                     | 50 Broadway Fl 13               | New York       | NY    | 10004-3826 | 212-964-9610, x249 |
| YWCA Columbus  | Pam Johnson        | pamj11@yahoo.com                     | 65 South 4th Street             | Columbus       | OH    | 43215      | 614-224-9121       |
| YWCA Elyria  | Jeanne Donaldson   | jpd@elyriaywca.org                   | 318 West Ave                    | Elyria         | OH    | 44035-5730 | 440-322-6308       |
| YWCA Essex & West Hudson   | Renee Edwards      | reeneed@ywcaewh.org                  | 395 Main St                     | Orange         | NJ    | 07050-2774 | 973-674-6800       |
| YWCA Greater Cleveland   | Jerome Baker       | jbaker@ywcaofcleveland.org           | 4019 Prospect Ave               | Cleveland      | OH    | 44103-4317 | 216-881-6878       |

# 2023 FCC Source Evaluation Report

## FCC Unit: 13538 Midwest Central Ohio

| Source                                 | Applicants | Interviews | Hires |
|--|------------|------------|-------|
| Ad - Print                             | 43         | 43         | 29    |
| Ad - Radio Advertisement               | 2          | 2          | 2     |
| Ad - TV Commercial Advertisement       | 4          | 4          | 2     |
| Agency Hire                            | 1          | 1          | 1     |
| Brazen - Other                         | 36         | 36         | 26    |
| Campaign - Indeed                      | 131        | 128        | 37    |
| College - Campus Recruiting            | 1          | 1          | 1     |
| Contractor - Conversion                | 1          | 1          | 1     |
| Direct Sourcing - ATS                  | 11         | 11         | 6     |
| Direct Sourcing - Indeed               | 220        | 218        | 49    |
| Direct Sourcing - Introduce Yourself   | 1          | 1          | 1     |
| Direct Sourcing - Line Networking      | 14         | 14         | 10    |
| Direct Sourcing - LinkedIn             | 7          | 6          | 6     |
| Direct Sourcing - Other                | 8          | 7          | 6     |
| Direct Sourcing - Recruiter Networking | 1          | 1          | 0     |
| Former Employee - Rehire               | 71         | 70         | 48    |
| Intern - Conversion                    | 11         | 11         | 10    |
| Internal - Internal Selection          | 53         | 53         | 3     |
| Internet - Facebook.com                | 10         | 10         | 3     |
| Internet - Glassdoor.com               | 3          | 3          | 2     |
| Internet - Google                      | 55         | 55         | 30    |
| Internet - Indeed                      | 884        | 882        | 538   |
| Internet - LinkedIn                    | 44         | 44         | 27    |
| Internet - Monster                     | 1          | 1          | 1     |
| Internet - Other                       | 11         | 11         | 7     |
| Internet - Ziprecruiter                | 16         | 16         | 10    |
| Job Fair - Diversity                   | 79         | 79         | 48    |
| Job Fair - External                    | 34         | 34         | 30    |
| Job Fair - Internal                    | 47         | 47         | 17    |
| Job Fair - Military/Veterans           | 4          | 4          | 2     |
| Organization - Community Outreach      | 9          | 9          | 2     |
| Organization - Diversity               | 3          | 3          | 1     |
| Organization - Military/Veteran        | 1          | 1          | 1     |
| Other                                  | 41         | 41         | 27    |
| Referral - Employee Referral           | 342        | 340        | 221   |
| Referral - Manager Referral            | 17         | 17         | 9     |
| Website - External Career Site         | 18867      | 1514       | 35    |

# 2023 FCC Source Report

## FCC Unit: 13538 Midwest Central Ohio

| Requisition ID | Job Title                      | Source                           | Applicants | Interviews | Hires |
|----------------|--------------------------------|----------------------------------|------------|------------|-------|
| 2023-14278     | Sr Supply Chain Analyst-RegHub | Internet - Indeed                | 1          | 1          | 1     |
| 2023-14278     | Sr Supply Chain Analyst-RegHub | Website - External Career Site   | 10         | 1          | 0     |
| 2023-14988     | Resi Connectivity Sales Spec   | Campaign - Indeed                | 7          | 7          | 0     |
| 2023-14988     | Resi Connectivity Sales Spec   | Former Employee - Rehire         | 3          | 2          | 1     |
| 2023-14988     | Resi Connectivity Sales Spec   | Internal - Internal Selection    | 1          | 1          | 0     |
| 2023-14988     | Resi Connectivity Sales Spec   | Internet - Indeed                | 14         | 14         | 5     |
| 2023-14988     | Resi Connectivity Sales Spec   | Other                            | 1          | 1          | 0     |
| 2023-14988     | Resi Connectivity Sales Spec   | Referral - Employee Referral     | 6          | 6          | 3     |
| 2023-14988     | Resi Connectivity Sales Spec   | Website - External Career Site   | 70         | 3          | 0     |
| 277596BR       | Sr Mgr, Product Management     | Direct Sourcing - ATS            | 1          | 1          | 1     |
| 277596BR       | Sr Mgr, Product Management     | Website - External Career Site   | 159        | 4          | 0     |
| 297023BR       | Multimedia Journalist          | Direct Sourcing - Other          | 1          | 1          | 1     |
| 297023BR       | Multimedia Journalist          | Internet - Indeed                | 1          | 1          | 0     |
| 297023BR       | Multimedia Journalist          | Website - External Career Site   | 120        | 2          | 0     |
| 306426BR       | Assoc Credit Services Analyst  | Internet - LinkedIn              | 1          | 1          | 1     |
| 306426BR       | Assoc Credit Services Analyst  | Website - External Career Site   | 79         | 5          | 0     |
| 306621BR       | Govt Affairs Administrator     | Referral - Manager Referral      | 1          | 1          | 1     |
| 306621BR       | Govt Affairs Administrator     | Website - External Career Site   | 80         | 4          | 0     |
| 307824BR       | Rep 1, Cust Svc Internet/Voice | Ad - Print                       | 1          | 1          | 1     |
| 307824BR       | Rep 1, Cust Svc Internet/Voice | Brazen - Other                   | 36         | 36         | 26    |
| 307824BR       | Rep 1, Cust Svc Internet/Voice | Former Employee - Rehire         | 1          | 1          | 1     |
| 307824BR       | Rep 1, Cust Svc Internet/Voice | Internal - Internal Selection    | 2          | 2          | 0     |
| 307824BR       | Rep 1, Cust Svc Internet/Voice | Internet - Indeed                | 33         | 33         | 21    |
| 307824BR       | Rep 1, Cust Svc Internet/Voice | Other                            | 3          | 3          | 2     |
| 307824BR       | Rep 1, Cust Svc Internet/Voice | Referral - Employee Referral     | 10         | 10         | 7     |
| 307824BR       | Rep 1, Cust Svc Internet/Voice | Website - External Career Site   | 885        | 66         | 2     |
| 309335BR       | Store Specialist               | Internet - Google                | 1          | 1          | 0     |
| 309335BR       | Store Specialist               | Internet - Indeed                | 2          | 2          | 2     |
| 309335BR       | Store Specialist               | Website - External Career Site   | 42         | 2          | 0     |
| 309830BR       | Rep 1, Cust Svc Billing        | Ad - Print                       | 6          | 6          | 4     |
| 309830BR       | Rep 1, Cust Svc Billing        | Ad - Radio Advertisement         | 1          | 1          | 1     |
| 309830BR       | Rep 1, Cust Svc Billing        | Ad - TV Commercial Advertisement | 1          | 1          | 0     |
| 309830BR       | Rep 1, Cust Svc Billing        | Former Employee - Rehire         | 1          | 1          | 1     |
| 309830BR       | Rep 1, Cust Svc Billing        | Internet - Facebook.com          | 1          | 1          | 1     |
| 309830BR       | Rep 1, Cust Svc Billing        | Internet - Google                | 2          | 2          | 2     |
| 309830BR       | Rep 1, Cust Svc Billing        | Internet - Indeed                | 12         | 12         | 9     |
| 309830BR       | Rep 1, Cust Svc Billing        | Referral - Employee Referral     | 7          | 7          | 4     |
| 309830BR       | Rep 1, Cust Svc Billing        | Website - External Career Site   | 215        | 45         | 0     |
| 309892BR       | Account Executive              | Campaign - Indeed                | 2          | 2          | 1     |
| 309892BR       | Account Executive              | Internet - Indeed                | 1          | 1          | 0     |
| 309892BR       | Account Executive              | Website - External Career Site   | 24         | 10         | 0     |
| 310098BR       | Rep 1, Cust Svc Internet/Voice | Internet - Glassdoor.com         | 1          | 1          | 1     |
| 310098BR       | Rep 1, Cust Svc Internet/Voice | Internet - Google                | 1          | 1          | 0     |
| 310098BR       | Rep 1, Cust Svc Internet/Voice | Internet - Indeed                | 34         | 34         | 26    |
| 310098BR       | Rep 1, Cust Svc Internet/Voice | Internet - LinkedIn              | 3          | 3          | 2     |
| 310098BR       | Rep 1, Cust Svc Internet/Voice | Other                            | 2          | 2          | 0     |
| 310098BR       | Rep 1, Cust Svc Internet/Voice | Referral - Employee Referral     | 9          | 9          | 9     |
| 310098BR       | Rep 1, Cust Svc Internet/Voice | Website - External Career Site   | 367        | 44         | 3     |
| 310119BR       | Producer, Digital              | Internet - LinkedIn              | 1          | 1          | 1     |
| 310119BR       | Producer, Digital              | Website - External Career Site   | 16         | 3          | 0     |
| 310247BR       | Recruiter I                    | Referral - Employee Referral     | 1          | 1          | 1     |
| 310247BR       | Recruiter I                    | Website - External Career Site   | 49         | 1          | 0     |
| 310954BR       | Credit Services Associate      | Former Employee - Rehire         | 1          | 1          | 1     |
| 310954BR       | Credit Services Associate      | Website - External Career Site   | 132        | 6          | 0     |
| 311315BR       | Store Specialist               | Referral - Employee Referral     | 1          | 1          | 1     |
| 311315BR       | Store Specialist               | Website - External Career Site   | 33         | 3          | 0     |
| 311368BR       | Producer                       | Direct Sourcing - LinkedIn       | 1          | 1          | 1     |
| 311368BR       | Producer                       | Website - External Career Site   | 12         | 0          | 0     |
| 311496BR       | Field Technician II            | Internal - Internal Selection    | 2          | 2          | 0     |

# 2023 FCC Source Report

## FCC Unit: 13538 Midwest Central Ohio

| Requisition ID | Job Title                      | Source                                 | Applicants | Interviews | Hires |
|----------------|--------------------------------|--|------------|------------|-------|
| 311496BR       | Field Technician II            | Internet - Indeed                      | 20         | 20         | 7     |
| 311496BR       | Field Technician II            | Internet - Ziprecruiter                | 2          | 2          | 0     |
| 311496BR       | Field Technician II            | Organization - Community Outreach      | 2          | 2          | 1     |
| 311496BR       | Field Technician II            | Other                                  | 4          | 4          | 1     |
| 311496BR       | Field Technician II            | Referral - Employee Referral           | 6          | 6          | 1     |
| 311496BR       | Field Technician II            | Website - External Career Site         | 186        | 38         | 0     |
| 311546BR       | Mgr, Store                     | Former Employee - Rehire               | 1          | 1          | 1     |
| 311546BR       | Mgr, Store                     | Website - External Career Site         | 25         | 5          | 0     |
| 311655BR       | Marketing Program Associate    | Website - External Career Site         | 21         | 2          | 1     |
| 311722BR       | Editorial Fellow               | Direct Sourcing - LinkedIn             | 3          | 3          | 3     |
| 311722BR       | Editorial Fellow               | Website - External Career Site         | 27         | 0          | 0     |
| 311798BR       | Account Executive              | Referral - Employee Referral           | 1          | 1          | 1     |
| 311798BR       | Account Executive              | Website - External Career Site         | 21         | 2          | 0     |
| 312837BR       | Direct Sales Rep               | Direct Sourcing - Indeed               | 10         | 9          | 2     |
| 312837BR       | Direct Sales Rep               | Job Fair - Internal                    | 2          | 2          | 0     |
| 312837BR       | Direct Sales Rep               | Website - External Career Site         | 18         | 1          | 0     |
| 312881BR       | Multimedia Journalist          | Agency Hire                            | 1          | 1          | 1     |
| 312881BR       | Multimedia Journalist          | Website - External Career Site         | 27         | 0          | 0     |
| 313131BR       | Store Specialist               | Referral - Manager Referral            | 1          | 1          | 1     |
| 313131BR       | Store Specialist               | Website - External Career Site         | 15         | 0          | 0     |
| 313184BR       | Credit Services Specialist     | Other                                  | 1          | 1          | 1     |
| 313184BR       | Credit Services Specialist     | Website - External Career Site         | 29         | 4          | 0     |
| 313251BR       | HR Coordinator                 | Internet - Indeed                      | 1          | 1          | 1     |
| 313251BR       | HR Coordinator                 | Website - External Career Site         | 87         | 2          | 0     |
| 313283BR       | Rep 1, Cust Svc Internet/Voice | Former Employee - Rehire               | 1          | 1          | 1     |
| 313283BR       | Rep 1, Cust Svc Internet/Voice | Internal - Internal Selection          | 1          | 1          | 1     |
| 313283BR       | Rep 1, Cust Svc Internet/Voice | Internet - Indeed                      | 37         | 37         | 29    |
| 313283BR       | Rep 1, Cust Svc Internet/Voice | Job Fair - External                    | 7          | 7          | 5     |
| 313283BR       | Rep 1, Cust Svc Internet/Voice | Referral - Employee Referral           | 4          | 4          | 4     |
| 313283BR       | Rep 1, Cust Svc Internet/Voice | Website - External Career Site         | 319        | 21         | 0     |
| 313443BR       | Rep 1, Cust Svc Billing        | Internet - Google                      | 1          | 1          | 1     |
| 313443BR       | Rep 1, Cust Svc Billing        | Internet - Indeed                      | 5          | 5          | 3     |
| 313443BR       | Rep 1, Cust Svc Billing        | Referral - Employee Referral           | 6          | 6          | 4     |
| 313443BR       | Rep 1, Cust Svc Billing        | Website - External Career Site         | 74         | 10         | 0     |
| 313584BR       | Direct Sales Rep               | Direct Sourcing - ATS                  | 2          | 2          | 0     |
| 313584BR       | Direct Sales Rep               | Direct Sourcing - Indeed               | 32         | 32         | 5     |
| 313584BR       | Direct Sales Rep               | Job Fair - Internal                    | 8          | 8          | 1     |
| 313584BR       | Direct Sales Rep               | Referral - Employee Referral           | 6          | 4          | 1     |
| 313584BR       | Direct Sales Rep               | Website - External Career Site         | 48         | 8          | 0     |
| 314000BR       | Field Technician II            | Referral - Employee Referral           | 1          | 1          | 1     |
| 314000BR       | Field Technician II            | Website - External Career Site         | 15         | 1          | 0     |
| 314075BR       | Workforce Management Admin     | Former Employee - Rehire               | 1          | 1          | 1     |
| 314075BR       | Workforce Management Admin     | Website - External Career Site         | 32         | 1          | 0     |
| 314286BR       | Credit Services Associate      | Referral - Employee Referral           | 1          | 1          | 1     |
| 314286BR       | Credit Services Associate      | Website - External Career Site         | 130        | 9          | 0     |
| 314502BR       | Rep 1, Cust Svc Billing        | Ad - Print                             | 8          | 8          | 7     |
| 314502BR       | Rep 1, Cust Svc Billing        | Direct Sourcing - Line Networking      | 3          | 3          | 3     |
| 314502BR       | Rep 1, Cust Svc Billing        | Direct Sourcing - Recruiter Networking | 1          | 1          | 0     |
| 314502BR       | Rep 1, Cust Svc Billing        | Internet - Glassdoor.com               | 1          | 1          | 0     |
| 314502BR       | Rep 1, Cust Svc Billing        | Internet - Google                      | 5          | 5          | 3     |
| 314502BR       | Rep 1, Cust Svc Billing        | Internet - Indeed                      | 12         | 12         | 7     |
| 314502BR       | Rep 1, Cust Svc Billing        | Other                                  | 1          | 1          | 1     |
| 314502BR       | Rep 1, Cust Svc Billing        | Referral - Employee Referral           | 9          | 9          | 8     |
| 314502BR       | Rep 1, Cust Svc Billing        | Website - External Career Site         | 254        | 26         | 0     |
| 314580BR       | Field Technician II            | Internet - Google                      | 2          | 2          | 1     |
| 314580BR       | Field Technician II            | Internet - Indeed                      | 2          | 2          | 1     |
| 314580BR       | Field Technician II            | Internet - LinkedIn                    | 2          | 2          | 1     |
| 314580BR       | Field Technician II            | Organization - Community Outreach      | 2          | 2          | 1     |
| 314580BR       | Field Technician II            | Other                                  | 2          | 2          | 1     |

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| Requisition ID | Job Title                      | Source                         | Applicants | Interviews | Hires |
|----------------|--------------------------------|--------------------------------|------------|------------|-------|
| 314580BR       | Field Technician II            | Referral - Employee Referral   | 8          | 8          | 4     |
| 314580BR       | Field Technician II            | Website - External Career Site | 214        | 30         | 1     |
| 314586BR       | Rep 1, Cust Svc Internet/Voice | Direct Sourcing - Indeed       | 2          | 2          | 2     |
| 314586BR       | Rep 1, Cust Svc Internet/Voice | Internet - Indeed              | 16         | 16         | 14    |
| 314586BR       | Rep 1, Cust Svc Internet/Voice | Job Fair - External            | 5          | 5          | 5     |
| 314586BR       | Rep 1, Cust Svc Internet/Voice | Referral - Employee Referral   | 1          | 1          | 1     |
| 314586BR       | Rep 1, Cust Svc Internet/Voice | Website - External Career Site | 359        | 6          | 0     |
| 314795BR       | Assoc Credit Services Analyst  | Internet - Indeed              | 1          | 1          | 1     |
| 314795BR       | Assoc Credit Services Analyst  | Website - External Career Site | 8          | 0          | 0     |
| 314871BR       | Rep 1, Cust Svc Billing        | Ad - Print                     | 5          | 5          | 3     |
| 314871BR       | Rep 1, Cust Svc Billing        | Direct Sourcing - Other        | 1          | 0          | 0     |
| 314871BR       | Rep 1, Cust Svc Billing        | Former Employee - Rehire       | 2          | 2          | 1     |
| 314871BR       | Rep 1, Cust Svc Billing        | Internal - Internal Selection  | 1          | 1          | 0     |
| 314871BR       | Rep 1, Cust Svc Billing        | Internet - Facebook.com        | 2          | 2          | 0     |
| 314871BR       | Rep 1, Cust Svc Billing        | Internet - Google              | 4          | 4          | 1     |
| 314871BR       | Rep 1, Cust Svc Billing        | Internet - Indeed              | 18         | 18         | 13    |
| 314871BR       | Rep 1, Cust Svc Billing        | Job Fair - External            | 1          | 1          | 1     |
| 314871BR       | Rep 1, Cust Svc Billing        | Referral - Employee Referral   | 12         | 12         | 11    |
| 314871BR       | Rep 1, Cust Svc Billing        | Website - External Career Site | 356        | 28         | 0     |
| 315263BR       | Direct Sales Rep               | Direct Sourcing - Indeed       | 4          | 4          | 0     |
| 315263BR       | Direct Sales Rep               | Job Fair - Internal            | 3          | 3          | 1     |
| 315263BR       | Direct Sales Rep               | Website - External Career Site | 16         | 3          | 0     |
| 315496BR       | Store Specialist               | Internet - Indeed              | 1          | 1          | 0     |
| 315496BR       | Store Specialist               | Referral - Employee Referral   | 1          | 1          | 1     |
| 315496BR       | Store Specialist               | Website - External Career Site | 13         | 0          | 0     |
| 315893BR       | Direct Sales Rep               | Direct Sourcing - Indeed       | 1          | 1          | 0     |
| 315893BR       | Direct Sales Rep               | Referral - Employee Referral   | 1          | 1          | 1     |
| 315893BR       | Direct Sales Rep               | Website - External Career Site | 5          | 1          | 0     |
| 315896BR       | Multi-Tenant Sales Rep         | Direct Sourcing - Indeed       | 2          | 2          | 2     |
| 315896BR       | Multi-Tenant Sales Rep         | Job Fair - Internal            | 2          | 2          | 0     |
| 315896BR       | Multi-Tenant Sales Rep         | Website - External Career Site | 48         | 4          | 0     |
| 316202BR       | Direct Sales Rep               | Direct Sourcing - Indeed       | 20         | 20         | 5     |
| 316202BR       | Direct Sales Rep               | Referral - Employee Referral   | 1          | 1          | 1     |
| 316202BR       | Direct Sales Rep               | Website - External Career Site | 18         | 0          | 0     |
| 316225BR       | Rep 1, Cust Svc Internet/Voice | Internal - Internal Selection  | 2          | 2          | 0     |
| 316225BR       | Rep 1, Cust Svc Internet/Voice | Internet - Indeed              | 33         | 33         | 25    |
| 316225BR       | Rep 1, Cust Svc Internet/Voice | Job Fair - External            | 1          | 1          | 1     |
| 316225BR       | Rep 1, Cust Svc Internet/Voice | Referral - Employee Referral   | 2          | 2          | 2     |
| 316225BR       | Rep 1, Cust Svc Internet/Voice | Website - External Career Site | 389        | 31         | 0     |
| 316256BR       | Assoc Data & Reporting Analyst | Other                          | 1          | 1          | 1     |
| 316256BR       | Assoc Data & Reporting Analyst | Website - External Career Site | 364        | 8          | 0     |
| 316452BR       | Store Specialist               | Former Employee - Rehire       | 1          | 1          | 1     |
| 316452BR       | Store Specialist               | Website - External Career Site | 7          | 3          | 0     |
| 316480BR       | Store Specialist               | Campaign - Indeed              | 1          | 1          | 1     |
| 316480BR       | Store Specialist               | Internet - Indeed              | 1          | 1          | 0     |
| 316480BR       | Store Specialist               | Website - External Career Site | 60         | 4          | 0     |
| 316482BR       | Account Executive              | Campaign - Indeed              | 4          | 4          | 1     |
| 316482BR       | Account Executive              | Internal - Internal Selection  | 1          | 1          | 0     |
| 316482BR       | Account Executive              | Website - External Career Site | 26         | 6          | 0     |
| 316636BR       | Direct Sales Rep               | Direct Sourcing - Indeed       | 40         | 40         | 3     |
| 316636BR       | Direct Sales Rep               | Former Employee - Rehire       | 2          | 2          | 1     |
| 316636BR       | Direct Sales Rep               | Job Fair - Internal            | 2          | 2          | 1     |
| 316636BR       | Direct Sales Rep               | Referral - Employee Referral   | 2          | 2          | 0     |
| 316636BR       | Direct Sales Rep               | Referral - Manager Referral    | 2          | 2          | 0     |
| 316636BR       | Direct Sales Rep               | Website - External Career Site | 78         | 4          | 0     |
| 316922BR       | Field Technician II            | Internet - Indeed              | 1          | 0          | 0     |
| 316922BR       | Field Technician II            | Referral - Employee Referral   | 1          | 1          | 1     |
| 316922BR       | Field Technician II            | Website - External Career Site | 13         | 0          | 0     |
| 316933BR       | Store Specialist               | Internet - Indeed              | 2          | 2          | 2     |

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| Requisition ID | Job Title                  | Source                            | Applicants | Interviews | Hires |
|----------------|----------------------------|-----------------------------------|------------|------------|-------|
| 316933BR       | Store Specialist           | Referral - Employee Referral      | 1          | 1          | 1     |
| 316933BR       | Store Specialist           | Website - External Career Site    | 17         | 0          | 0     |
| 317343BR       | Credit Services Associate  | Referral - Employee Referral      | 1          | 1          | 1     |
| 317343BR       | Credit Services Associate  | Website - External Career Site    | 46         | 3          | 0     |
| 317695BR       | Field Technician II        | Internet - Google                 | 1          | 1          | 0     |
| 317695BR       | Field Technician II        | Internet - Indeed                 | 5          | 5          | 2     |
| 317695BR       | Field Technician II        | Internet - LinkedIn               | 1          | 1          | 1     |
| 317695BR       | Field Technician II        | Other                             | 3          | 3          | 2     |
| 317695BR       | Field Technician II        | Referral - Employee Referral      | 1          | 1          | 1     |
| 317695BR       | Field Technician II        | Website - External Career Site    | 79         | 14         | 0     |
| 317712BR       | Field Technician II        | Internet - Indeed                 | 1          | 1          | 0     |
| 317712BR       | Field Technician II        | Internet - Other                  | 1          | 1          | 1     |
| 317712BR       | Field Technician II        | Website - External Career Site    | 11         | 1          | 0     |
| 317821BR       | Capital Coordinator        | Direct Sourcing - Indeed          | 1          | 1          | 1     |
| 317821BR       | Capital Coordinator        | Website - External Career Site    | 15         | 2          | 0     |
| 317846BR       | Rep 1, Cust Svc Billing    | Ad - Print                        | 1          | 1          | 0     |
| 317846BR       | Rep 1, Cust Svc Billing    | Direct Sourcing - Line Networking | 1          | 1          | 1     |
| 317846BR       | Rep 1, Cust Svc Billing    | Direct Sourcing - Other           | 1          | 1          | 1     |
| 317846BR       | Rep 1, Cust Svc Billing    | Former Employee - Rehire          | 1          | 1          | 1     |
| 317846BR       | Rep 1, Cust Svc Billing    | Internet - Facebook.com           | 1          | 1          | 0     |
| 317846BR       | Rep 1, Cust Svc Billing    | Internet - Indeed                 | 17         | 17         | 13    |
| 317846BR       | Rep 1, Cust Svc Billing    | Internet - LinkedIn               | 1          | 1          | 1     |
| 317846BR       | Rep 1, Cust Svc Billing    | Referral - Employee Referral      | 8          | 8          | 5     |
| 317846BR       | Rep 1, Cust Svc Billing    | Website - External Career Site    | 311        | 34         | 0     |
| 317995BR       | Direct Sales Rep           | Direct Sourcing - Indeed          | 4          | 4          | 2     |
| 317995BR       | Direct Sales Rep           | Website - External Career Site    | 4          | 0          | 0     |
| 318491BR       | Store Specialist           | Internet - Indeed                 | 1          | 1          | 1     |
| 318491BR       | Store Specialist           | Referral - Employee Referral      | 1          | 1          | 1     |
| 318491BR       | Store Specialist           | Website - External Career Site    | 35         | 4          | 0     |
| 318602BR       | Human Resources Generalist | Internet - Indeed                 | 1          | 1          | 1     |
| 318602BR       | Human Resources Generalist | Website - External Career Site    | 39         | 8          | 0     |
| 318834BR       | Mgr, Store                 | Other                             | 1          | 1          | 1     |
| 318834BR       | Mgr, Store                 | Website - External Career Site    | 8          | 2          | 0     |
| 318849BR       | Direct Sales Rep           | Direct Sourcing - Indeed          | 15         | 15         | 7     |
| 318849BR       | Direct Sales Rep           | Former Employee - Rehire          | 2          | 2          | 2     |
| 318849BR       | Direct Sales Rep           | Referral - Employee Referral      | 1          | 1          | 1     |
| 318849BR       | Direct Sales Rep           | Website - External Career Site    | 21         | 2          | 0     |
| 318850BR       | Multi-Tenant Sales Rep     | Direct Sourcing - Indeed          | 4          | 4          | 0     |
| 318850BR       | Multi-Tenant Sales Rep     | Former Employee - Rehire          | 1          | 1          | 1     |
| 318850BR       | Multi-Tenant Sales Rep     | Job Fair - Internal               | 1          | 1          | 0     |
| 318850BR       | Multi-Tenant Sales Rep     | Website - External Career Site    | 60         | 4          | 0     |
| 319333BR       | Dir, Credit Services       | Referral - Employee Referral      | 1          | 1          | 1     |
| 319333BR       | Dir, Credit Services       | Website - External Career Site    | 26         | 0          | 0     |
| 319751BR       | Account Executive          | Campaign - Indeed                 | 4          | 4          | 2     |
| 319751BR       | Account Executive          | Internal - Internal Selection     | 1          | 1          | 0     |
| 319751BR       | Account Executive          | Referral - Employee Referral      | 3          | 3          | 3     |
| 319751BR       | Account Executive          | Website - External Career Site    | 46         | 9          | 0     |
| 319853BR       | Rep 1, Cust Svc Billing    | Ad - Print                        | 5          | 5          | 4     |
| 319853BR       | Rep 1, Cust Svc Billing    | Ad - TV Commercial Advertisement  | 2          | 2          | 1     |
| 319853BR       | Rep 1, Cust Svc Billing    | Direct Sourcing - Line Networking | 4          | 4          | 4     |
| 319853BR       | Rep 1, Cust Svc Billing    | Former Employee - Rehire          | 3          | 3          | 2     |
| 319853BR       | Rep 1, Cust Svc Billing    | Internal - Internal Selection     | 1          | 1          | 1     |
| 319853BR       | Rep 1, Cust Svc Billing    | Internet - Glassdoor.com          | 1          | 1          | 1     |
| 319853BR       | Rep 1, Cust Svc Billing    | Internet - Google                 | 2          | 2          | 1     |
| 319853BR       | Rep 1, Cust Svc Billing    | Internet - Indeed                 | 12         | 12         | 5     |
| 319853BR       | Rep 1, Cust Svc Billing    | Internet - Monster                | 1          | 1          | 1     |
| 319853BR       | Rep 1, Cust Svc Billing    | Job Fair - External               | 2          | 2          | 2     |
| 319853BR       | Rep 1, Cust Svc Billing    | Job Fair - Internal               | 2          | 2          | 2     |
| 319853BR       | Rep 1, Cust Svc Billing    | Referral - Employee Referral      | 8          | 8          | 3     |

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|----------------|--------------------------------|-----------------------------------|------------|------------|-------|
| 319853BR       | Rep 1, Cust Svc Billing        | Website - External Career Site    | 312        | 33         | 0     |
| 319938BR       | Field Technician II            | Campaign - Indeed                 | 23         | 23         | 10    |
| 319938BR       | Field Technician II            | Internet - Google                 | 1          | 1          | 0     |
| 319938BR       | Field Technician II            | Website - External Career Site    | 68         | 2          | 0     |
| 319944BR       | Field Technician II            | Internet - Indeed                 | 1          | 1          | 1     |
| 319944BR       | Field Technician II            | Website - External Career Site    | 23         | 2          | 0     |
| 320027BR       | Store Specialist               | Internal - Internal Selection     | 1          | 1          | 0     |
| 320027BR       | Store Specialist               | Internet - Indeed                 | 1          | 1          | 1     |
| 320027BR       | Store Specialist               | Website - External Career Site    | 11         | 0          | 0     |
| 320047BR       | Store Specialist               | Website - External Career Site    | 10         | 2          | 1     |
| 320104BR       | Store Specialist               | Campaign - Indeed                 | 1          | 1          | 1     |
| 320104BR       | Store Specialist               | Website - External Career Site    | 26         | 2          | 0     |
| 320205BR       | Store Specialist               | Referral - Manager Referral       | 1          | 1          | 1     |
| 320205BR       | Store Specialist               | Website - External Career Site    | 10         | 1          | 0     |
| 320436BR       | Store Specialist               | Internet - Indeed                 | 2          | 2          | 1     |
| 320436BR       | Store Specialist               | Website - External Career Site    | 22         | 0          | 0     |
| 320468BR       | Meteorologist 1                | Internet - LinkedIn               | 1          | 1          | 1     |
| 320468BR       | Meteorologist 1                | Website - External Career Site    | 7          | 0          | 0     |
| 320514BR       | Mgr, Facilities                | Internet - Indeed                 | 1          | 1          | 1     |
| 320514BR       | Mgr, Facilities                | Website - External Career Site    | 19         | 4          | 0     |
| 320619BR       | Assoc Credit Services Analyst  | Internet - LinkedIn               | 1          | 1          | 1     |
| 320619BR       | Assoc Credit Services Analyst  | Website - External Career Site    | 106        | 1          | 0     |
| 320667BR       | Systems Engineer II            | Referral - Employee Referral      | 1          | 1          | 1     |
| 320667BR       | Systems Engineer II            | Website - External Career Site    | 22         | 2          | 0     |
| 321010BR       | Store Specialist               | Referral - Manager Referral       | 1          | 1          | 1     |
| 321010BR       | Store Specialist               | Website - External Career Site    | 13         | 1          | 0     |
| 321269BR       | Rep 1, Cust Svc Internet/Voice | College - Campus Recruiting       | 1          | 1          | 1     |
| 321269BR       | Rep 1, Cust Svc Internet/Voice | Internet - Facebook.com           | 2          | 2          | 0     |
| 321269BR       | Rep 1, Cust Svc Internet/Voice | Internet - Google                 | 3          | 3          | 3     |
| 321269BR       | Rep 1, Cust Svc Internet/Voice | Internet - Indeed                 | 22         | 22         | 18    |
| 321269BR       | Rep 1, Cust Svc Internet/Voice | Internet - LinkedIn               | 1          | 1          | 1     |
| 321269BR       | Rep 1, Cust Svc Internet/Voice | Job Fair - Diversity              | 3          | 3          | 2     |
| 321269BR       | Rep 1, Cust Svc Internet/Voice | Job Fair - External               | 2          | 2          | 2     |
| 321269BR       | Rep 1, Cust Svc Internet/Voice | Job Fair - Internal               | 1          | 1          | 1     |
| 321269BR       | Rep 1, Cust Svc Internet/Voice | Job Fair - Military/Veterans      | 1          | 1          | 1     |
| 321269BR       | Rep 1, Cust Svc Internet/Voice | Organization - Community Outreach | 1          | 1          | 0     |
| 321269BR       | Rep 1, Cust Svc Internet/Voice | Referral - Employee Referral      | 10         | 10         | 7     |
| 321269BR       | Rep 1, Cust Svc Internet/Voice | Website - External Career Site    | 295        | 29         | 0     |
| 321426BR       | Field Technician I             | Internet - Indeed                 | 1          | 1          | 1     |
| 321426BR       | Field Technician I             | Website - External Career Site    | 14         | 3          | 0     |
| 321427BR       | Field Technician II            | Internet - Indeed                 | 1          | 1          | 1     |
| 321427BR       | Field Technician II            | Website - External Career Site    | 52         | 4          | 0     |
| 321558BR       | Field Technician I             | Campaign - Indeed                 | 34         | 34         | 8     |
| 321558BR       | Field Technician I             | Other                             | 2          | 2          | 0     |
| 321558BR       | Field Technician I             | Referral - Employee Referral      | 2          | 2          | 1     |
| 321558BR       | Field Technician I             | Website - External Career Site    | 196        | 24         | 1     |
| 321600BR       | Store Specialist               | Referral - Employee Referral      | 1          | 1          | 1     |
| 321600BR       | Store Specialist               | Website - External Career Site    | 24         | 1          | 0     |
| 322187BR       | Resi Connectivity Sales Spec   | Direct Sourcing - Indeed          | 4          | 4          | 1     |
| 322187BR       | Resi Connectivity Sales Spec   | Referral - Employee Referral      | 1          | 1          | 0     |
| 322187BR       | Resi Connectivity Sales Spec   | Website - External Career Site    | 9          | 0          | 0     |
| 322355BR       | Resi Connectivity Sales Spec   | Direct Sourcing - Indeed          | 7          | 7          | 2     |
| 322355BR       | Resi Connectivity Sales Spec   | Job Fair - Internal               | 4          | 4          | 1     |
| 322355BR       | Resi Connectivity Sales Spec   | Referral - Employee Referral      | 2          | 2          | 0     |
| 322355BR       | Resi Connectivity Sales Spec   | Website - External Career Site    | 12         | 3          | 0     |
| 322397BR       | Resi Connectivity Sales Spec   | Campaign - Indeed                 | 2          | 0          | 0     |
| 322397BR       | Resi Connectivity Sales Spec   | Direct Sourcing - Indeed          | 5          | 5          | 2     |
| 322397BR       | Resi Connectivity Sales Spec   | Former Employee - Rehire          | 4          | 4          | 1     |
| 322397BR       | Resi Connectivity Sales Spec   | Referral - Employee Referral      | 2          | 2          | 2     |

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|----------------|--------------------------------|-----------------------------------|------------|------------|-------|
| 322397BR       | Resi Connectivity Sales Spec   | Website - External Career Site    | 20         | 0          | 0     |
| 322466BR       | Multi-Tenant Sales Rep         | Direct Sourcing - Indeed          | 1          | 1          | 0     |
| 322466BR       | Multi-Tenant Sales Rep         | Former Employee - Rehire          | 1          | 1          | 0     |
| 322466BR       | Multi-Tenant Sales Rep         | Referral - Employee Referral      | 1          | 1          | 1     |
| 322466BR       | Multi-Tenant Sales Rep         | Website - External Career Site    | 35         | 2          | 0     |
| 322710BR       | Store Specialist               | Campaign - Indeed                 | 1          | 1          | 1     |
| 322710BR       | Store Specialist               | Website - External Career Site    | 17         | 1          | 0     |
| 322770BR       | Store Specialist               | Internet - Indeed                 | 1          | 1          | 1     |
| 322770BR       | Store Specialist               | Other                             | 1          | 1          | 1     |
| 322770BR       | Store Specialist               | Referral - Employee Referral      | 1          | 1          | 1     |
| 322770BR       | Store Specialist               | Website - External Career Site    | 19         | 1          | 0     |
| 322840BR       | Sr Credit Services Specialist  | Website - External Career Site    | 28         | 2          | 1     |
| 322918BR       | Credit Services Associate      | Website - External Career Site    | 80         | 5          | 1     |
| 322923BR       | Rep 1, Cust Svc Billing        | Ad - Print                        | 3          | 3          | 2     |
| 322923BR       | Rep 1, Cust Svc Billing        | Direct Sourcing - Line Networking | 1          | 1          | 0     |
| 322923BR       | Rep 1, Cust Svc Billing        | Former Employee - Rehire          | 3          | 3          | 3     |
| 322923BR       | Rep 1, Cust Svc Billing        | Internet - Facebook.com           | 1          | 1          | 1     |
| 322923BR       | Rep 1, Cust Svc Billing        | Internet - Indeed                 | 9          | 9          | 7     |
| 322923BR       | Rep 1, Cust Svc Billing        | Job Fair - Internal               | 1          | 1          | 1     |
| 322923BR       | Rep 1, Cust Svc Billing        | Referral - Employee Referral      | 5          | 5          | 3     |
| 322923BR       | Rep 1, Cust Svc Billing        | Website - External Career Site    | 203        | 33         | 0     |
| 323173BR       | Store Specialist               | Internet - Indeed                 | 1          | 1          | 1     |
| 323173BR       | Store Specialist               | Website - External Career Site    | 22         | 1          | 0     |
| 323180BR       | Store Specialist               | Internet - Indeed                 | 1          | 1          | 1     |
| 323180BR       | Store Specialist               | Website - External Career Site    | 26         | 1          | 0     |
| 323557BR       | EAE-Enterprise Account Exec    | Direct Sourcing - ATS             | 2          | 2          | 2     |
| 323557BR       | EAE-Enterprise Account Exec    | Website - External Career Site    | 8          | 1          | 0     |
| 323592BR       | Store Specialist               | Internet - Indeed                 | 1          | 1          | 1     |
| 323592BR       | Store Specialist               | Website - External Career Site    | 15         | 0          | 0     |
| 323669BR       | Sales Engineer II - Strategic  | Internet - LinkedIn               | 1          | 1          | 1     |
| 323669BR       | Sales Engineer II - Strategic  | Website - External Career Site    | 19         | 2          | 0     |
| 324056BR       | Rep 1, Cust Svc Internet/Voice | Internal - Internal Selection     | 4          | 4          | 0     |
| 324056BR       | Rep 1, Cust Svc Internet/Voice | Internet - Google                 | 4          | 4          | 1     |
| 324056BR       | Rep 1, Cust Svc Internet/Voice | Internet - Indeed                 | 60         | 60         | 27    |
| 324056BR       | Rep 1, Cust Svc Internet/Voice | Job Fair - Diversity              | 14         | 14         | 6     |
| 324056BR       | Rep 1, Cust Svc Internet/Voice | Job Fair - Internal               | 18         | 18         | 7     |
| 324056BR       | Rep 1, Cust Svc Internet/Voice | Job Fair - Military/Veterans      | 2          | 2          | 1     |
| 324056BR       | Rep 1, Cust Svc Internet/Voice | Referral - Employee Referral      | 12         | 12         | 6     |
| 324056BR       | Rep 1, Cust Svc Internet/Voice | Website - External Career Site    | 910        | 58         | 0     |
| 324084BR       | Credit Services Associate      | Referral - Employee Referral      | 1          | 1          | 1     |
| 324084BR       | Credit Services Associate      | Website - External Career Site    | 14         | 1          | 0     |
| 324227BR       | Field Technician I             | Ad - Print                        | 2          | 2          | 1     |
| 324227BR       | Field Technician I             | Internet - Google                 | 4          | 4          | 1     |
| 324227BR       | Field Technician I             | Internet - Indeed                 | 14         | 14         | 4     |
| 324227BR       | Field Technician I             | Internet - LinkedIn               | 2          | 2          | 0     |
| 324227BR       | Field Technician I             | Organization - Community Outreach | 4          | 4          | 0     |
| 324227BR       | Field Technician I             | Referral - Employee Referral      | 10         | 10         | 5     |
| 324227BR       | Field Technician I             | Referral - Manager Referral       | 2          | 2          | 1     |
| 324227BR       | Field Technician I             | Website - External Career Site    | 208        | 42         | 1     |
| 324235BR       | Field Technician I             | Referral - Employee Referral      | 3          | 3          | 2     |
| 324235BR       | Field Technician I             | Website - External Career Site    | 16         | 1          | 0     |
| 324237BR       | Field Technician I             | Internet - Indeed                 | 2          | 2          | 2     |
| 324237BR       | Field Technician I             | Website - External Career Site    | 56         | 4          | 0     |
| 324243BR       | PAC Coordinator I              | Former Employee - Rehire          | 1          | 1          | 1     |
| 324243BR       | PAC Coordinator I              | Internal - Internal Selection     | 3          | 3          | 0     |
| 324243BR       | PAC Coordinator I              | Internet - Indeed                 | 20         | 20         | 12    |
| 324243BR       | PAC Coordinator I              | Referral - Employee Referral      | 1          | 1          | 1     |
| 324243BR       | PAC Coordinator I              | Website - External Career Site    | 200        | 24         | 0     |
| 324248BR       | Field Technician I             | Referral - Employee Referral      | 2          | 2          | 2     |

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| Requisition ID | Job Title                      | Source                            | Applicants | Interviews | Hires |
|----------------|--------------------------------|-----------------------------------|------------|------------|-------|
| 324248BR       | Field Technician I             | Website - External Career Site    | 10         | 0          | 0     |
| 324256BR       | Field Technician I             | Referral - Employee Referral      | 3          | 3          | 2     |
| 324256BR       | Field Technician I             | Website - External Career Site    | 35         | 1          | 0     |
| 324259BR       | Field Technician I             | Ad - Print                        | 1          | 1          | 1     |
| 324259BR       | Field Technician I             | Internet - Indeed                 | 1          | 1          | 0     |
| 324259BR       | Field Technician I             | Referral - Employee Referral      | 1          | 1          | 1     |
| 324259BR       | Field Technician I             | Website - External Career Site    | 47         | 7          | 0     |
| 324361BR       | Mgr, Store                     | Former Employee - Rehire          | 1          | 1          | 1     |
| 324361BR       | Mgr, Store                     | Website - External Career Site    | 32         | 1          | 0     |
| 324441BR       | Rep 1, Cust Svc Billing        | Ad - Print                        | 3          | 3          | 3     |
| 324441BR       | Rep 1, Cust Svc Billing        | Direct Sourcing - Line Networking | 1          | 1          | 0     |
| 324441BR       | Rep 1, Cust Svc Billing        | Former Employee - Rehire          | 1          | 1          | 1     |
| 324441BR       | Rep 1, Cust Svc Billing        | Internal - Internal Selection     | 1          | 1          | 0     |
| 324441BR       | Rep 1, Cust Svc Billing        | Internet - Google                 | 1          | 1          | 1     |
| 324441BR       | Rep 1, Cust Svc Billing        | Internet - Indeed                 | 13         | 13         | 6     |
| 324441BR       | Rep 1, Cust Svc Billing        | Internet - Ziprecruiter           | 2          | 2          | 0     |
| 324441BR       | Rep 1, Cust Svc Billing        | Referral - Employee Referral      | 3          | 3          | 3     |
| 324441BR       | Rep 1, Cust Svc Billing        | Website - External Career Site    | 238        | 33         | 0     |
| 324564BR       | Store Specialist               | Referral - Employee Referral      | 1          | 1          | 1     |
| 324564BR       | Store Specialist               | Website - External Career Site    | 5          | 0          | 0     |
| 324643BR       | Store Specialist               | Campaign - Indeed                 | 1          | 1          | 1     |
| 324643BR       | Store Specialist               | Website - External Career Site    | 24         | 1          | 0     |
| 324651BR       | Intern Rep                     | Intern - Conversion               | 5          | 5          | 5     |
| 324651BR       | Intern Rep                     | Website - External Career Site    | 9          | 0          | 0     |
| 325131BR       | Resi Connectivity Sales Spec   | Campaign - Indeed                 | 2          | 1          | 1     |
| 325131BR       | Resi Connectivity Sales Spec   | Direct Sourcing - Indeed          | 6          | 6          | 2     |
| 325131BR       | Resi Connectivity Sales Spec   | Website - External Career Site    | 18         | 1          | 0     |
| 325141BR       | Store Specialist               | Campaign - Indeed                 | 2          | 2          | 1     |
| 325141BR       | Store Specialist               | Website - External Career Site    | 11         | 3          | 0     |
| 325149BR       | Store Specialist               | Internet - Indeed                 | 1          | 1          | 1     |
| 325149BR       | Store Specialist               | Website - External Career Site    | 8          | 0          | 0     |
| 325204BR       | Associate Producer             | Internet - Other                  | 1          | 1          | 1     |
| 325204BR       | Associate Producer             | Website - External Career Site    | 43         | 1          | 0     |
| 325206BR       | Associate Producer             | Internet - Indeed                 | 1          | 1          | 1     |
| 325206BR       | Associate Producer             | Website - External Career Site    | 5          | 0          | 0     |
| 325420BR       | Credit Services Associate      | Referral - Employee Referral      | 1          | 1          | 1     |
| 325420BR       | Credit Services Associate      | Website - External Career Site    | 61         | 3          | 0     |
| 325706BR       | Resi Connectivity Sales Spec   | Direct Sourcing - Indeed          | 2          | 2          | 1     |
| 325706BR       | Resi Connectivity Sales Spec   | Website - External Career Site    | 5          | 1          | 0     |
| 325730BR       | Resi Connectivity Sales Spec   | Direct Sourcing - Indeed          | 2          | 2          | 1     |
| 325730BR       | Resi Connectivity Sales Spec   | Former Employee - Rehire          | 2          | 2          | 1     |
| 325730BR       | Resi Connectivity Sales Spec   | Internal - Internal Selection     | 1          | 1          | 0     |
| 325730BR       | Resi Connectivity Sales Spec   | Job Fair - Internal               | 1          | 1          | 0     |
| 325730BR       | Resi Connectivity Sales Spec   | Referral - Employee Referral      | 1          | 1          | 1     |
| 325730BR       | Resi Connectivity Sales Spec   | Website - External Career Site    | 9          | 1          | 0     |
| 325970BR       | Store Specialist               | Internet - Indeed                 | 1          | 1          | 1     |
| 325970BR       | Store Specialist               | Website - External Career Site    | 14         | 0          | 0     |
| 326213BR       | Field Technician VI            | Former Employee - Rehire          | 1          | 1          | 1     |
| 326213BR       | Field Technician VI            | Website - External Career Site    | 6          | 4          | 0     |
| 326415BR       | Field Technician I             | Internet - Indeed                 | 1          | 1          | 1     |
| 326415BR       | Field Technician I             | Website - External Career Site    | 26         | 0          | 0     |
| 326456BR       | EAM-Enterprise Account Manager | Former Employee - Rehire          | 1          | 1          | 1     |
| 326456BR       | EAM-Enterprise Account Manager | Website - External Career Site    | 1          | 0          | 0     |
| 326490BR       | Facilitator                    | Internet - LinkedIn               | 1          | 1          | 1     |
| 326490BR       | Facilitator                    | Website - External Career Site    | 78         | 11         | 0     |
| 326552BR       | Field Technician I             | Internet - Indeed                 | 12         | 12         | 4     |
| 326552BR       | Field Technician I             | Referral - Employee Referral      | 10         | 10         | 3     |
| 326552BR       | Field Technician I             | Website - External Career Site    | 194        | 16         | 0     |
| 326585BR       | Field Technician I             | Referral - Employee Referral      | 1          | 1          | 1     |

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| 326585BR       | Field Technician I             | Website - External Career Site | 17         | 0          | 0     |
| 326677BR       | Technical Director 1           | Direct Sourcing - ATS          | 1          | 1          | 1     |
| 326677BR       | Technical Director 1           | Website - External Career Site | 18         | 2          | 0     |
| 326792BR       | Rep 1, Cust Svc Billing        | Former Employee - Rehire       | 2          | 2          | 2     |
| 326792BR       | Rep 1, Cust Svc Billing        | Internet - Google              | 2          | 2          | 1     |
| 326792BR       | Rep 1, Cust Svc Billing        | Internet - Indeed              | 11         | 11         | 7     |
| 326792BR       | Rep 1, Cust Svc Billing        | Referral - Employee Referral   | 10         | 10         | 8     |
| 326792BR       | Rep 1, Cust Svc Billing        | Website - External Career Site | 201        | 21         | 0     |
| 326948BR       | Resi Connectivity Sales Spec   | Campaign - Indeed              | 1          | 1          | 1     |
| 326948BR       | Resi Connectivity Sales Spec   | Direct Sourcing - Indeed       | 3          | 3          | 1     |
| 326948BR       | Resi Connectivity Sales Spec   | Website - External Career Site | 10         | 2          | 0     |
| 327203BR       | Store Specialist               | Campaign - Indeed              | 1          | 1          | 0     |
| 327203BR       | Store Specialist               | Internet - Indeed              | 4          | 4          | 2     |
| 327203BR       | Store Specialist               | Referral - Employee Referral   | 1          | 1          | 0     |
| 327203BR       | Store Specialist               | Website - External Career Site | 103        | 3          | 0     |
| 327266BR       | Strategic Account Spec - G/E   | Direct Sourcing - LinkedIn     | 1          | 1          | 1     |
| 327266BR       | Strategic Account Spec - G/E   | Website - External Career Site | 4          | 0          | 0     |
| 327294BR       | Multi-Tenant Sales Rep         | Internet - Indeed              | 1          | 1          | 1     |
| 327294BR       | Multi-Tenant Sales Rep         | Website - External Career Site | 14         | 0          | 0     |
| 327438BR       | Rep 1, Cust Svc Internet/Voice | Internal - Internal Selection  | 1          | 1          | 0     |
| 327438BR       | Rep 1, Cust Svc Internet/Voice | Internet - Indeed              | 20         | 20         | 17    |
| 327438BR       | Rep 1, Cust Svc Internet/Voice | Job Fair - Diversity           | 7          | 7          | 4     |
| 327438BR       | Rep 1, Cust Svc Internet/Voice | Job Fair - External            | 1          | 1          | 1     |
| 327438BR       | Rep 1, Cust Svc Internet/Voice | Job Fair - Internal            | 2          | 2          | 2     |
| 327438BR       | Rep 1, Cust Svc Internet/Voice | Referral - Employee Referral   | 4          | 4          | 4     |
| 327438BR       | Rep 1, Cust Svc Internet/Voice | Website - External Career Site | 352        | 8          | 0     |
| 327450BR       | Rep 1, Cust Svc Internet/Voice | Internet - Indeed              | 14         | 14         | 12    |
| 327450BR       | Rep 1, Cust Svc Internet/Voice | Job Fair - Diversity           | 11         | 11         | 6     |
| 327450BR       | Rep 1, Cust Svc Internet/Voice | Referral - Employee Referral   | 1          | 1          | 0     |
| 327450BR       | Rep 1, Cust Svc Internet/Voice | Website - External Career Site | 281        | 8          | 0     |
| 327517BR       | Store Specialist               | Internet - Indeed              | 2          | 2          | 1     |
| 327517BR       | Store Specialist               | Internet - LinkedIn            | 1          | 1          | 0     |
| 327517BR       | Store Specialist               | Website - External Career Site | 39         | 0          | 0     |
| 327530BR       | Resi Connectivity Sales Spec   | Campaign - Indeed              | 1          | 1          | 0     |
| 327530BR       | Resi Connectivity Sales Spec   | Direct Sourcing - ATS          | 1          | 1          | 0     |
| 327530BR       | Resi Connectivity Sales Spec   | Direct Sourcing - Indeed       | 6          | 6          | 2     |
| 327530BR       | Resi Connectivity Sales Spec   | Former Employee - Rehire       | 1          | 1          | 0     |
| 327530BR       | Resi Connectivity Sales Spec   | Website - External Career Site | 23         | 0          | 0     |
| 327596BR       | Human Resources Generalist     | Internet - Indeed              | 1          | 1          | 1     |
| 327596BR       | Human Resources Generalist     | Website - External Career Site | 84         | 3          | 0     |
| 327711BR       | Store Specialist               | Former Employee - Rehire       | 1          | 1          | 1     |
| 327711BR       | Store Specialist               | Internet - Indeed              | 3          | 3          | 2     |
| 327711BR       | Store Specialist               | Website - External Career Site | 62         | 5          | 0     |
| 327830BR       | Store Specialist               | Internet - Indeed              | 1          | 1          | 1     |
| 327830BR       | Store Specialist               | Website - External Career Site | 28         | 1          | 0     |
| 327907BR       | Rep 1, Cust Svc Billing        | Ad - Print                     | 2          | 2          | 1     |
| 327907BR       | Rep 1, Cust Svc Billing        | Ad - Radio Advertisement       | 1          | 1          | 1     |
| 327907BR       | Rep 1, Cust Svc Billing        | Former Employee - Rehire       | 3          | 3          | 2     |
| 327907BR       | Rep 1, Cust Svc Billing        | Internet - Indeed              | 53         | 53         | 28    |
| 327907BR       | Rep 1, Cust Svc Billing        | Job Fair - External            | 1          | 1          | 1     |
| 327907BR       | Rep 1, Cust Svc Billing        | Referral - Employee Referral   | 2          | 2          | 1     |
| 327907BR       | Rep 1, Cust Svc Billing        | Website - External Career Site | 258        | 13         | 0     |
| 327925BR       | Store Specialist               | Internet - Indeed              | 1          | 1          | 1     |
| 327925BR       | Store Specialist               | Website - External Career Site | 4          | 1          | 0     |
| 328033BR       | Resi Connectivity Sales Spec   | Direct Sourcing - Indeed       | 3          | 3          | 1     |
| 328033BR       | Resi Connectivity Sales Spec   | Referral - Employee Referral   | 6          | 6          | 3     |
| 328033BR       | Resi Connectivity Sales Spec   | Website - External Career Site | 10         | 1          | 0     |
| 328157BR       | Store Specialist               | Internet - Indeed              | 2          | 2          | 2     |
| 328157BR       | Store Specialist               | Referral - Manager Referral    | 1          | 1          | 1     |

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| 328157BR       | Store Specialist               | Website - External Career Site    | 23         | 1          | 0     |
| 328409BR       | Rep 1, Cust Svc Billing        | Ad - Print                        | 2          | 2          | 1     |
| 328409BR       | Rep 1, Cust Svc Billing        | Direct Sourcing - Line Networking | 2          | 2          | 2     |
| 328409BR       | Rep 1, Cust Svc Billing        | Former Employee - Rehire          | 2          | 2          | 1     |
| 328409BR       | Rep 1, Cust Svc Billing        | Internet - Facebook.com           | 1          | 1          | 0     |
| 328409BR       | Rep 1, Cust Svc Billing        | Internet - Google                 | 1          | 1          | 1     |
| 328409BR       | Rep 1, Cust Svc Billing        | Internet - Indeed                 | 21         | 21         | 7     |
| 328409BR       | Rep 1, Cust Svc Billing        | Internet - LinkedIn               | 1          | 1          | 0     |
| 328409BR       | Rep 1, Cust Svc Billing        | Referral - Employee Referral      | 18         | 18         | 9     |
| 328409BR       | Rep 1, Cust Svc Billing        | Website - External Career Site    | 407        | 22         | 0     |
| 328568BR       | Field Technician I             | Internet - Indeed                 | 4          | 4          | 2     |
| 328568BR       | Field Technician I             | Job Fair - Military/Veterans      | 1          | 1          | 0     |
| 328568BR       | Field Technician I             | Referral - Employee Referral      | 3          | 3          | 1     |
| 328568BR       | Field Technician I             | Referral - Manager Referral       | 1          | 1          | 1     |
| 328568BR       | Field Technician I             | Website - External Career Site    | 73         | 9          | 1     |
| 328569BR       | Field Technician I             | Referral - Employee Referral      | 1          | 1          | 1     |
| 328569BR       | Field Technician I             | Website - External Career Site    | 21         | 5          | 0     |
| 328590BR       | Recruiter I                    | Internal - Internal Selection     | 1          | 1          | 0     |
| 328590BR       | Recruiter I                    | Internet - LinkedIn               | 1          | 1          | 1     |
| 328590BR       | Recruiter I                    | Website - External Career Site    | 75         | 1          | 0     |
| 328598BR       | Mgr, Training Delivery         | Internet - Indeed                 | 1          | 1          | 1     |
| 328598BR       | Mgr, Training Delivery         | Website - External Career Site    | 65         | 14         | 0     |
| 328680BR       | Store Specialist               | Former Employee - Rehire          | 2          | 2          | 1     |
| 328680BR       | Store Specialist               | Internet - Indeed                 | 2          | 2          | 1     |
| 328680BR       | Store Specialist               | Website - External Career Site    | 150        | 18         | 0     |
| 328810BR       | Resi Connectivity Sales Spec   | Direct Sourcing - Indeed          | 10         | 10         | 1     |
| 328810BR       | Resi Connectivity Sales Spec   | Former Employee - Rehire          | 2          | 2          | 1     |
| 328810BR       | Resi Connectivity Sales Spec   | Website - External Career Site    | 20         | 0          | 0     |
| 328963BR       | Field Technician V             | Former Employee - Rehire          | 1          | 1          | 1     |
| 329001BR       | Store Specialist               | Internet - Indeed                 | 1          | 1          | 1     |
| 329001BR       | Store Specialist               | Referral - Employee Referral      | 1          | 1          | 1     |
| 329001BR       | Store Specialist               | Website - External Career Site    | 63         | 2          | 0     |
| 329046BR       | Resi Connectivity Sales Spec   | Direct Sourcing - Indeed          | 5          | 5          | 0     |
| 329046BR       | Resi Connectivity Sales Spec   | Referral - Employee Referral      | 1          | 1          | 1     |
| 329046BR       | Resi Connectivity Sales Spec   | Referral - Manager Referral       | 1          | 1          | 1     |
| 329046BR       | Resi Connectivity Sales Spec   | Website - External Career Site    | 18         | 0          | 0     |
| 329055BR       | Store Specialist               | Internet - Indeed                 | 1          | 1          | 1     |
| 329055BR       | Store Specialist               | Website - External Career Site    | 17         | 0          | 0     |
| 329212BR       | Rep 1, Cust Svc Billing        | Former Employee - Rehire          | 2          | 2          | 1     |
| 329212BR       | Rep 1, Cust Svc Billing        | Internal - Internal Selection     | 3          | 3          | 0     |
| 329212BR       | Rep 1, Cust Svc Billing        | Internet - Google                 | 6          | 6          | 6     |
| 329212BR       | Rep 1, Cust Svc Billing        | Internet - Indeed                 | 45         | 45         | 28    |
| 329212BR       | Rep 1, Cust Svc Billing        | Internet - LinkedIn               | 2          | 2          | 2     |
| 329212BR       | Rep 1, Cust Svc Billing        | Other                             | 1          | 1          | 1     |
| 329212BR       | Rep 1, Cust Svc Billing        | Referral - Employee Referral      | 2          | 2          | 2     |
| 329212BR       | Rep 1, Cust Svc Billing        | Website - External Career Site    | 344        | 11         | 0     |
| 329268BR       | Store Specialist               | Internet - Indeed                 | 2          | 2          | 1     |
| 329268BR       | Store Specialist               | Website - External Career Site    | 83         | 7          | 1     |
| 329573BR       | Store Specialist               | Website - External Career Site    | 41         | 2          | 1     |
| 329825BR       | Store Specialist               | Referral - Employee Referral      | 1          | 1          | 1     |
| 329825BR       | Store Specialist               | Website - External Career Site    | 30         | 2          | 0     |
| 330013BR       | Store Specialist               | Internet - Indeed                 | 1          | 1          | 0     |
| 330013BR       | Store Specialist               | Website - External Career Site    | 56         | 3          | 1     |
| 330176BR       | Rep 1, Cust Svc Internet/Voice | Former Employee - Rehire          | 1          | 1          | 0     |
| 330176BR       | Rep 1, Cust Svc Internet/Voice | Internet - Indeed                 | 24         | 24         | 19    |
| 330176BR       | Rep 1, Cust Svc Internet/Voice | Internet - Ziprecruiter           | 3          | 3          | 3     |
| 330176BR       | Rep 1, Cust Svc Internet/Voice | Job Fair - Diversity              | 10         | 10         | 6     |
| 330176BR       | Rep 1, Cust Svc Internet/Voice | Job Fair - External               | 10         | 10         | 8     |
| 330176BR       | Rep 1, Cust Svc Internet/Voice | Organization - Diversity          | 1          | 1          | 1     |

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| 330176BR       | Rep 1, Cust Svc Internet/Voice | Organization - Military/Veteran   | 1          | 1          | 1     |
| 330176BR       | Rep 1, Cust Svc Internet/Voice | Referral - Employee Referral      | 3          | 3          | 3     |
| 330176BR       | Rep 1, Cust Svc Internet/Voice | Website - External Career Site    | 539        | 32         | 0     |
| 330209BR       | Rep 1, Cust Svc Billing        | Ad - TV Commercial Advertisement  | 1          | 1          | 1     |
| 330209BR       | Rep 1, Cust Svc Billing        | Direct Sourcing - Other           | 1          | 1          | 1     |
| 330209BR       | Rep 1, Cust Svc Billing        | Former Employee - Rehire          | 1          | 1          | 1     |
| 330209BR       | Rep 1, Cust Svc Billing        | Internet - Facebook.com           | 1          | 1          | 1     |
| 330209BR       | Rep 1, Cust Svc Billing        | Internet - Google                 | 4          | 4          | 3     |
| 330209BR       | Rep 1, Cust Svc Billing        | Internet - Indeed                 | 25         | 25         | 16    |
| 330209BR       | Rep 1, Cust Svc Billing        | Internet - LinkedIn               | 1          | 1          | 1     |
| 330209BR       | Rep 1, Cust Svc Billing        | Internet - Other                  | 5          | 5          | 4     |
| 330209BR       | Rep 1, Cust Svc Billing        | Other                             | 2          | 2          | 2     |
| 330209BR       | Rep 1, Cust Svc Billing        | Referral - Employee Referral      | 4          | 4          | 2     |
| 330209BR       | Rep 1, Cust Svc Billing        | Website - External Career Site    | 319        | 7          | 0     |
| 330298BR       | Field Technician I             | Former Employee - Rehire          | 2          | 2          | 1     |
| 330298BR       | Field Technician I             | Internet - Google                 | 2          | 2          | 1     |
| 330298BR       | Field Technician I             | Internet - Indeed                 | 2          | 2          | 0     |
| 330298BR       | Field Technician I             | Internet - LinkedIn               | 6          | 6          | 3     |
| 330298BR       | Field Technician I             | Internet - Ziprecruiter           | 2          | 2          | 1     |
| 330298BR       | Field Technician I             | Website - External Career Site    | 236        | 20         | 2     |
| 330353BR       | Resi Connectivity Sales Spec   | Internet - Indeed                 | 1          | 1          | 1     |
| 330353BR       | Resi Connectivity Sales Spec   | Website - External Career Site    | 3          | 0          | 0     |
| 330362BR       | Resi Connectivity Sales Spec   | Campaign - Indeed                 | 26         | 26         | 2     |
| 330362BR       | Resi Connectivity Sales Spec   | Direct Sourcing - Indeed          | 2          | 2          | 0     |
| 330362BR       | Resi Connectivity Sales Spec   | Former Employee - Rehire          | 2          | 2          | 1     |
| 330362BR       | Resi Connectivity Sales Spec   | Internet - Indeed                 | 6          | 6          | 2     |
| 330362BR       | Resi Connectivity Sales Spec   | Internet - LinkedIn               | 2          | 2          | 0     |
| 330362BR       | Resi Connectivity Sales Spec   | Website - External Career Site    | 48         | 14         | 0     |
| 330406BR       | Store Specialist               | Internet - Indeed                 | 1          | 1          | 1     |
| 330406BR       | Store Specialist               | Website - External Career Site    | 17         | 2          | 0     |
| 330444BR       | Mgr, Adv Advertising Sales     | Referral - Manager Referral       | 1          | 1          | 1     |
| 330444BR       | Mgr, Adv Advertising Sales     | Website - External Career Site    | 20         | 4          | 0     |
| 330492BR       | Resi Connectivity Sales Spec   | Campaign - Indeed                 | 2          | 2          | 2     |
| 330492BR       | Resi Connectivity Sales Spec   | Direct Sourcing - ATS             | 2          | 2          | 1     |
| 330492BR       | Resi Connectivity Sales Spec   | Direct Sourcing - Indeed          | 15         | 15         | 2     |
| 330492BR       | Resi Connectivity Sales Spec   | Direct Sourcing - LinkedIn        | 1          | 0          | 0     |
| 330492BR       | Resi Connectivity Sales Spec   | Direct Sourcing - Other           | 1          | 1          | 0     |
| 330492BR       | Resi Connectivity Sales Spec   | Former Employee - Rehire          | 2          | 2          | 1     |
| 330492BR       | Resi Connectivity Sales Spec   | Referral - Manager Referral       | 1          | 1          | 0     |
| 330492BR       | Resi Connectivity Sales Spec   | Website - External Career Site    | 37         | 2          | 0     |
| 330775BR       | Mgr, Right of Entry            | Former Employee - Rehire          | 1          | 1          | 1     |
| 330775BR       | Mgr, Right of Entry            | Website - External Career Site    | 3          | 0          | 0     |
| 330786BR       | Right of Entry Specialist      | Direct Sourcing - ATS             | 1          | 1          | 1     |
| 330786BR       | Right of Entry Specialist      | Internal - Internal Selection     | 7          | 7          | 0     |
| 330786BR       | Right of Entry Specialist      | Website - External Career Site    | 51         | 20         | 0     |
| 331141BR       | Rep 1, Cust Svc Billing        | Ad - Print                        | 2          | 2          | 0     |
| 331141BR       | Rep 1, Cust Svc Billing        | Direct Sourcing - Line Networking | 2          | 2          | 0     |
| 331141BR       | Rep 1, Cust Svc Billing        | Former Employee - Rehire          | 2          | 2          | 0     |
| 331141BR       | Rep 1, Cust Svc Billing        | Internet - Facebook.com           | 1          | 1          | 0     |
| 331141BR       | Rep 1, Cust Svc Billing        | Internet - Google                 | 1          | 1          | 0     |
| 331141BR       | Rep 1, Cust Svc Billing        | Internet - Indeed                 | 21         | 21         | 0     |
| 331141BR       | Rep 1, Cust Svc Billing        | Internet - LinkedIn               | 1          | 1          | 0     |
| 331141BR       | Rep 1, Cust Svc Billing        | Referral - Employee Referral      | 18         | 18         | 1     |
| 331141BR       | Rep 1, Cust Svc Billing        | Website - External Career Site    | 407        | 22         | 0     |
| 331254BR       | Field Technician I             | Internet - Indeed                 | 10         | 10         | 4     |
| 331254BR       | Field Technician I             | Internet - LinkedIn               | 2          | 2          | 1     |
| 331254BR       | Field Technician I             | Internet - Other                  | 2          | 2          | 0     |
| 331254BR       | Field Technician I             | Referral - Employee Referral      | 10         | 10         | 5     |
| 331254BR       | Field Technician I             | Referral - Manager Referral       | 2          | 2          | 0     |

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| Requisition ID | Job Title                      | Source                         | Applicants | Interviews | Hires |
|----------------|--------------------------------|--------------------------------|------------|------------|-------|
| 331254BR       | Field Technician I             | Website - External Career Site | 312        | 28         | 1     |
| 331464BR       | Desktop Support Specialist     | Internet - Indeed              | 1          | 1          | 1     |
| 331464BR       | Desktop Support Specialist     | Website - External Career Site | 117        | 2          | 0     |
| 331525BR       | Store Specialist               | Internet - Indeed              | 1          | 1          | 0     |
| 331525BR       | Store Specialist               | Referral - Employee Referral   | 1          | 1          | 1     |
| 331525BR       | Store Specialist               | Website - External Career Site | 42         | 2          | 0     |
| 331652BR       | Rep 1, PAC                     | Internal - Internal Selection  | 4          | 4          | 0     |
| 331652BR       | Rep 1, PAC                     | Internet - Indeed              | 5          | 5          | 4     |
| 331652BR       | Rep 1, PAC                     | Internet - LinkedIn            | 1          | 1          | 0     |
| 331652BR       | Rep 1, PAC                     | Internet - Ziprecruiter        | 1          | 1          | 0     |
| 331652BR       | Rep 1, PAC                     | Referral - Employee Referral   | 4          | 4          | 3     |
| 331652BR       | Rep 1, PAC                     | Website - External Career Site | 276        | 15         | 1     |
| 331918BR       | Major Account Executive-Strat  | Direct Sourcing - LinkedIn     | 1          | 1          | 1     |
| 331918BR       | Major Account Executive-Strat  | Direct Sourcing - Other        | 1          | 1          | 1     |
| 331918BR       | Major Account Executive-Strat  | Website - External Career Site | 32         | 6          | 0     |
| 331950BR       | Resi Connectivity Sales Spec   | Campaign - Indeed              | 1          | 1          | 0     |
| 331950BR       | Resi Connectivity Sales Spec   | Internet - Indeed              | 4          | 4          | 3     |
| 331950BR       | Resi Connectivity Sales Spec   | Referral - Employee Referral   | 1          | 1          | 0     |
| 331950BR       | Resi Connectivity Sales Spec   | Website - External Career Site | 17         | 2          | 0     |
| 331990BR       | Store Specialist               | Internet - Indeed              | 1          | 1          | 1     |
| 331990BR       | Store Specialist               | Referral - Employee Referral   | 2          | 2          | 1     |
| 331990BR       | Store Specialist               | Website - External Career Site | 33         | 1          | 0     |
| 331991BR       | Store Specialist               | Referral - Employee Referral   | 1          | 1          | 1     |
| 331991BR       | Store Specialist               | Website - External Career Site | 28         | 1          | 0     |
| 331997BR       | Store Specialist               | Referral - Employee Referral   | 1          | 1          | 1     |
| 331997BR       | Store Specialist               | Website - External Career Site | 41         | 1          | 0     |
| 332088BR       | Store Specialist               | Internet - Indeed              | 1          | 1          | 1     |
| 332088BR       | Store Specialist               | Website - External Career Site | 35         | 2          | 0     |
| 332093BR       | Store Specialist               | Internet - LinkedIn            | 1          | 1          | 1     |
| 332093BR       | Store Specialist               | Website - External Career Site | 32         | 1          | 1     |
| 332117BR       | Rep 1, Cust Svc Internet/Voice | Internet - Indeed              | 13         | 13         | 13    |
| 332117BR       | Rep 1, Cust Svc Internet/Voice | Job Fair - Diversity           | 16         | 16         | 12    |
| 332117BR       | Rep 1, Cust Svc Internet/Voice | Organization - Diversity       | 2          | 2          | 0     |
| 332117BR       | Rep 1, Cust Svc Internet/Voice | Referral - Employee Referral   | 7          | 7          | 6     |
| 332117BR       | Rep 1, Cust Svc Internet/Voice | Website - External Career Site | 228        | 9          | 0     |
| 332173BR       | Rep 1, Cust Svc Billing        | Direct Sourcing - Other        | 1          | 1          | 1     |
| 332173BR       | Rep 1, Cust Svc Billing        | Former Employee - Rehire       | 2          | 2          | 2     |
| 332173BR       | Rep 1, Cust Svc Billing        | Internal - Internal Selection  | 3          | 3          | 0     |
| 332173BR       | Rep 1, Cust Svc Billing        | Internet - Google              | 3          | 3          | 1     |
| 332173BR       | Rep 1, Cust Svc Billing        | Internet - Indeed              | 25         | 24         | 15    |
| 332173BR       | Rep 1, Cust Svc Billing        | Internet - LinkedIn            | 1          | 1          | 0     |
| 332173BR       | Rep 1, Cust Svc Billing        | Internet - Ziprecruiter        | 1          | 1          | 1     |
| 332173BR       | Rep 1, Cust Svc Billing        | Referral - Employee Referral   | 10         | 10         | 8     |
| 332173BR       | Rep 1, Cust Svc Billing        | Website - External Career Site | 333        | 20         | 0     |
| 332543BR       | Field Technician I             | Former Employee - Rehire       | 2          | 2          | 1     |
| 332543BR       | Field Technician I             | Internet - Google              | 2          | 2          | 1     |
| 332543BR       | Field Technician I             | Internet - Indeed              | 4          | 4          | 2     |
| 332543BR       | Field Technician I             | Referral - Employee Referral   | 2          | 2          | 1     |
| 332543BR       | Field Technician I             | Referral - Manager Referral    | 2          | 2          | 0     |
| 332543BR       | Field Technician I             | Website - External Career Site | 150        | 24         | 4     |
| 332628BR       | Sup, Customer Service          | Internal - Internal Selection  | 1          | 1          | 0     |
| 332628BR       | Sup, Customer Service          | Internet - LinkedIn            | 1          | 1          | 1     |
| 332628BR       | Sup, Customer Service          | Website - External Career Site | 56         | 4          | 0     |
| 332633BR       | Help Desk Support Specialist   | Contractor - Conversion        | 1          | 1          | 1     |
| 332633BR       | Help Desk Support Specialist   | Website - External Career Site | 46         | 0          | 0     |
| 332703BR       | Store Specialist               | Internet - Indeed              | 3          | 3          | 1     |
| 332703BR       | Store Specialist               | Website - External Career Site | 48         | 0          | 0     |
| 332732BR       | Store Specialist               | Referral - Employee Referral   | 1          | 1          | 1     |
| 332732BR       | Store Specialist               | Website - External Career Site | 39         | 3          | 0     |

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| Requisition ID | Job Title                      | Source                         | Applicants | Interviews | Hires |
|----------------|--------------------------------|--------------------------------|------------|------------|-------|
| 332738BR       | Store Specialist               | Internet - Indeed              | 1          | 1          | 1     |
| 332738BR       | Store Specialist               | Website - External Career Site | 33         | 1          | 0     |
| 332826BR       | HR Coordinator                 | Internet - LinkedIn            | 1          | 1          | 1     |
| 332826BR       | HR Coordinator                 | Website - External Career Site | 128        | 5          | 0     |
| 332933BR       | Store Specialist               | Internet - Indeed              | 1          | 1          | 1     |
| 332933BR       | Store Specialist               | Website - External Career Site | 15         | 0          | 0     |
| 332934BR       | Store Specialist               | Referral - Employee Referral   | 1          | 1          | 1     |
| 332934BR       | Store Specialist               | Website - External Career Site | 28         | 0          | 0     |
| 333015BR       | Store Specialist               | Internet - Indeed              | 1          | 1          | 0     |
| 333015BR       | Store Specialist               | Referral - Employee Referral   | 1          | 1          | 1     |
| 333015BR       | Store Specialist               | Website - External Career Site | 47         | 1          | 0     |
| 333057BR       | Rep 1, Cust Svc Billing        | Ad - Print                     | 2          | 2          | 1     |
| 333057BR       | Rep 1, Cust Svc Billing        | Direct Sourcing - Other        | 1          | 1          | 1     |
| 333057BR       | Rep 1, Cust Svc Billing        | Former Employee - Rehire       | 1          | 1          | 1     |
| 333057BR       | Rep 1, Cust Svc Billing        | Internet - Indeed              | 6          | 6          | 2     |
| 333057BR       | Rep 1, Cust Svc Billing        | Internet - LinkedIn            | 1          | 1          | 0     |
| 333057BR       | Rep 1, Cust Svc Billing        | Referral - Employee Referral   | 4          | 4          | 2     |
| 333057BR       | Rep 1, Cust Svc Billing        | Website - External Career Site | 216        | 16         | 0     |
| 333058BR       | Intern Rep                     | Intern - Conversion            | 5          | 5          | 4     |
| 333058BR       | Intern Rep                     | Website - External Career Site | 10         | 0          | 0     |
| 333064BR       | Store Specialist               | Internet - Indeed              | 1          | 1          | 1     |
| 333064BR       | Store Specialist               | Website - External Career Site | 42         | 1          | 0     |
| 333137BR       | Store Specialist               | Internet - Indeed              | 2          | 2          | 2     |
| 333137BR       | Store Specialist               | Website - External Career Site | 33         | 6          | 0     |
| 333448BR       | Resi Connectivity Sales Spec   | Campaign - Indeed              | 1          | 1          | 1     |
| 333448BR       | Resi Connectivity Sales Spec   | Direct Sourcing - Indeed       | 12         | 12         | 3     |
| 333448BR       | Resi Connectivity Sales Spec   | Website - External Career Site | 15         | 1          | 0     |
| 333550BR       | Recruiter I                    | Internet - Ziprecruiter        | 1          | 1          | 1     |
| 333550BR       | Recruiter I                    | Website - External Career Site | 77         | 9          | 0     |
| 333577BR       | Rep 1, Cust Svc Internet/Voice | Former Employee - Rehire       | 1          | 1          | 1     |
| 333577BR       | Rep 1, Cust Svc Internet/Voice | Internet - Indeed              | 15         | 15         | 10    |
| 333577BR       | Rep 1, Cust Svc Internet/Voice | Internet - LinkedIn            | 1          | 1          | 1     |
| 333577BR       | Rep 1, Cust Svc Internet/Voice | Internet - Ziprecruiter        | 3          | 3          | 3     |
| 333577BR       | Rep 1, Cust Svc Internet/Voice | Job Fair - Diversity           | 18         | 18         | 12    |
| 333577BR       | Rep 1, Cust Svc Internet/Voice | Job Fair - External            | 2          | 2          | 2     |
| 333577BR       | Rep 1, Cust Svc Internet/Voice | Referral - Employee Referral   | 3          | 3          | 3     |
| 333577BR       | Rep 1, Cust Svc Internet/Voice | Website - External Career Site | 360        | 21         | 0     |
| 333606BR       | Resi Connectivity Sales Spec   | Campaign - Indeed              | 8          | 8          | 2     |
| 333606BR       | Resi Connectivity Sales Spec   | Direct Sourcing - ATS          | 1          | 1          | 0     |
| 333606BR       | Resi Connectivity Sales Spec   | Direct Sourcing - Indeed       | 2          | 1          | 1     |
| 333606BR       | Resi Connectivity Sales Spec   | Internet - Indeed              | 7          | 7          | 3     |
| 333606BR       | Resi Connectivity Sales Spec   | Referral - Employee Referral   | 3          | 3          | 1     |
| 333606BR       | Resi Connectivity Sales Spec   | Website - External Career Site | 44         | 1          | 0     |
| 334363BR       | Sup, Customer Service          | Internet - LinkedIn            | 1          | 1          | 1     |
| 334363BR       | Sup, Customer Service          | Website - External Career Site | 110        | 5          | 0     |
| 334519BR       | Mgr, Facilities                | Internet - LinkedIn            | 1          | 1          | 1     |
| 334519BR       | Mgr, Facilities                | Website - External Career Site | 18         | 0          | 0     |
| 334605BR       | Credit Svcs Professional       | Internet - Google              | 2          | 2          | 1     |
| 334605BR       | Credit Svcs Professional       | Internet - Indeed              | 7          | 7          | 5     |
| 334605BR       | Credit Svcs Professional       | Internet - Ziprecruiter        | 1          | 1          | 1     |
| 334605BR       | Credit Svcs Professional       | Other                          | 1          | 1          | 0     |
| 334605BR       | Credit Svcs Professional       | Referral - Employee Referral   | 3          | 3          | 3     |
| 334605BR       | Credit Svcs Professional       | Website - External Career Site | 109        | 33         | 5     |
| 334660BR       | Intern                         | Referral - Employee Referral   | 1          | 1          | 1     |
| 334852BR       | Resi Connectivity Sales Spec   | Internet - Indeed              | 4          | 4          | 2     |
| 334852BR       | Resi Connectivity Sales Spec   | Website - External Career Site | 20         | 0          | 0     |
| 335051BR       | Rep 1, PAC                     | Internal - Internal Selection  | 3          | 3          | 0     |
| 335051BR       | Rep 1, PAC                     | Internet - Indeed              | 4          | 4          | 3     |
| 335051BR       | Rep 1, PAC                     | Internet - LinkedIn            | 1          | 1          | 0     |

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| Requisition ID | Job Title                     | Source                               | Applicants | Interviews | Hires |
|----------------|-------------------------------|--------------------------------------|------------|------------|-------|
| 335051BR       | Rep 1, PAC                    | Internet - Other                     | 2          | 2          | 1     |
| 335051BR       | Rep 1, PAC                    | Other                                | 2          | 2          | 0     |
| 335051BR       | Rep 1, PAC                    | Referral - Employee Referral         | 7          | 7          | 7     |
| 335051BR       | Rep 1, PAC                    | Website - External Career Site       | 243        | 16         | 1     |
| 335218BR       | Resi Connectivity Sales Spec  | Campaign - Indeed                    | 6          | 6          | 1     |
| 335218BR       | Resi Connectivity Sales Spec  | Internet - Indeed                    | 16         | 16         | 8     |
| 335218BR       | Resi Connectivity Sales Spec  | Referral - Employee Referral         | 3          | 3          | 2     |
| 335218BR       | Resi Connectivity Sales Spec  | Website - External Career Site       | 52         | 10         | 0     |
| 335677BR       | Intern Rep                    | Internet - Indeed                    | 2          | 2          | 2     |
| 335677BR       | Intern Rep                    | Other                                | 13         | 13         | 13    |
| 335677BR       | Intern Rep                    | Website - External Career Site       | 25         | 5          | 0     |
| 335726BR       | Resi Connectivity Sales Spec  | Internet - Indeed                    | 7          | 7          | 1     |
| 335726BR       | Resi Connectivity Sales Spec  | Referral - Employee Referral         | 1          | 1          | 1     |
| 335726BR       | Resi Connectivity Sales Spec  | Website - External Career Site       | 26         | 3          | 0     |
| 336138BR       | Credit Svcs Professional      | Former Employee - Rehire             | 1          | 1          | 1     |
| 336138BR       | Credit Svcs Professional      | Internal - Internal Selection        | 2          | 2          | 1     |
| 336138BR       | Credit Svcs Professional      | Internet - Indeed                    | 8          | 8          | 5     |
| 336138BR       | Credit Svcs Professional      | Internet - LinkedIn                  | 1          | 1          | 1     |
| 336138BR       | Credit Svcs Professional      | Job Fair - External                  | 2          | 2          | 2     |
| 336138BR       | Credit Svcs Professional      | Website - External Career Site       | 141        | 24         | 3     |
| 336330BR       | Intern Rep                    | Intern - Conversion                  | 1          | 1          | 1     |
| 336330BR       | Intern Rep                    | Website - External Career Site       | 4          | 0          | 0     |
| 336803BR       | Mgr, Credit Services          | Referral - Employee Referral         | 1          | 1          | 1     |
| 336803BR       | Mgr, Credit Services          | Website - External Career Site       | 23         | 2          | 0     |
| 337003BR       | Store Specialist              | Internet - Indeed                    | 1          | 1          | 1     |
| 337003BR       | Store Specialist              | Website - External Career Site       | 51         | 4          | 0     |
| 337205BR       | Store Specialist              | Internet - Indeed                    | 1          | 1          | 1     |
| 337205BR       | Store Specialist              | Website - External Career Site       | 19         | 1          | 0     |
| 337337BR       | Credit Svcs Professional      | Direct Sourcing - Introduce Yourself | 1          | 1          | 1     |
| 337337BR       | Credit Svcs Professional      | Internal - Internal Selection        | 6          | 6          | 0     |
| 337337BR       | Credit Svcs Professional      | Internet - Indeed                    | 8          | 8          | 6     |
| 337337BR       | Credit Svcs Professional      | Website - External Career Site       | 94         | 23         | 1     |
| 337472BR       | Major Account Executive-Strat | Former Employee - Rehire             | 1          | 1          | 1     |
| 337472BR       | Major Account Executive-Strat | Website - External Career Site       | 6          | 0          | 0     |