

2025 FCC Unit Structure

13537 Michigan

Address	City	State	Zip
590 W Maple St	Kalamazoo	MI	49008
10869 E West Branch Rd	Saint Helen	MI	48656
4300 Fashion Square Blvd Suite	Saginaw	MI	48603
8505 State Rd 36	Whitmore Lake	MI	48189
1225 Park Ave	Iron Mountain	MI	49801
2430 Mitchell Park Dr	Petoskey	MI	49770
8127 Mackinaw Trl	Cadillac	MI	49601
1609 Vine St	Manistee	MI	49660
175 N Delaney Rd	Owosso	MI	48867
2924 Fire Tower Rd	Mancelona	MI	49659
3355 Walker Ave Nw	Walker	MI	49544
654 E Chicago Rd	Coldwater	MI	49036
845 South State St	Oscoda	MI	48750
3432 W M-76	West Branch	MI	48661
8436 Homestead Dr Ste 110&220	Zeeland	MI	49464
1100 East Maple	Big Rapids	MI	49307
4670 E Fulton Suite 102	Ada	MI	49301
1433 Fulton St	Grand Haven	MI	49417
110 James St Ste 20	Holland	MI	49424
2074 M-32	Alpena	MI	49707
221 Ellis Place	Mount Pleasant	MI	48858
614 S Mitchell St	Cadillac	MI	49601
1392 Trade Centre Dr	Traverse City	MI	49696
12719 Riley St, Suite 70	Holland	MI	49424
950 Bridgeview North	Saginaw	MI	48604
2014 S Mission St	Mount Pleasant	MI	48858
5815 Bay Rd Suite 100	Saginaw	MI	48604
2668 Crossing Circle, Suite D.	Traverse City	MI	49684
5095 Century Ave, Suite A	Kalamazoo	MI	49006
6800 South Westnedge Ave	Portage	MI	49024
1380 Victories Lane	Petoskey	MI	49770
2342 N. Telegraph Road	Monroe	MI	48162
26150 Novi Road	Novi	MI	48375
17315 Silver Parkway	Fenton	MI	48430
3222 US Highway 41 W	Marquette	MI	49855
4528 US 10	Ludington	MI	49431
13920 Middlebelt Road	Livonia	MI	48154
851 East Chicago Street	Coldwater	MI	49036
1016 E Main Street	Owosso	MI	48867
701 S. Greenville West Drive	Greenville	MI	48838

2025 FCC Unit Structure

13537 Michigan

Address	City	State	Zip
4176 Commercial Avenue	Portage	MI	49002
1380 N Bagley St	Alpena	MI	49707
315 Davis St	Grand Haven	MI	49417
12956 68th Ave	Allendale	MI	49401
7372 Davison Rd	Davison	MI	48423
590 S Pere Marquette Hwy	Ludington	MI	49431
1001 Payne Lake Rd	Middleville	MI	49333
1480 S Valley Center Dr	Bay City	MI	48706
2682 Ashmun St	Sault Sainte Marie	MI	49783
401 North 30Th St	Escanaba	MI	49829
385 Woodward Ave	Iron Mountain	MI	49801
115 East Mcleod Ave	Ironwood	MI	49938
1603 Enterprise Dr	Houghton	MI	49931
359 East US 41	Negaunee	MI	49866
1202 West Benton	Greenville	MI	48838
1145 S Telegraph Rd	Monroe	MI	48161
2255 Harbor-Petoskey Rd	Petoskey	MI	49770
720 N Bates St	Saginaw	MI	48602
5955 Cedar Run Rd	Traverse City	MI	49684
5183 S Crawford Rd	Mount Pleasant	MI	48858
14525 Farmington Road	Livonia	MI	48154
37635 Enterprise Court	Farmington Hills	MI	48331
300 Wolverine Blvd	Rockford	MI	49341
3848 N Forest Rd	Oscoda	MI	48750

[Amend](#)[Print](#)

EEO Form 396-C

File No.: CBL0022359

Filing Status: **Ready for Review**

13537

Reference Copy
OMB Control No.
3060-1033

General Information

FCC Registration Number (FRN)

0028917441

Filing Year

2025

Employment Unit ID (EUID)

13537

Section I - Identifying Information

Has the identifying information associated with this EUID changed?

No

Operator Legal Name

Charter Communications

Operator Address 1

7800 Crescent Executive Dr

Operator state

NC

Operator Zip Code

28217

Operator City

CHARLOTTE

State of Employment Office

MI

County of Employment Office

Ottawa

Application Purpose

New Program Report

Category of Respondent

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

Supplemental Investigation Sheet (SIS) Required

false

Reporting Period Start Date

2024-07-01

Reporting Period End Date

2025-06-30

Section II - Community Information

PSID

006045, 003033, 006168, 002587, 006229, 004832, 010723, 000334, 010680, 002701, 004134, 008568, 000874, 001527, 003479, 002947, 003983, 004460, 005490, 006501, 003538, 002477, 003113, 013810, 014161, 021596, 030148

Communities

MI2500, MI2499, MI2502, MI1916, MI1917, MI1664, MI0749, MI0281, MI1337, MI0306, MI1097, MI0307, MI1241, MI1243, MI1245, MI0752, MI0717, MI0719, MI0721, MI1565, MI1567, MI1566, MI1272, MI1270, MI1273, MI0288, MI2353, MI0754, MI0708, MI0712, MI0458, MI0747, MI1269, MI1330, MI1329, MI1112, MI1652, MI1654, MI0123, MI1651, MI1653, MI1658, MI0283, MI1655, MI1657, MI1413, MI2338, MI1304, MI1305, MI0108, MI1452, MI1451, MI0340, MI0339, MI0341, MI0109, MI0112, MI1466, MI1267, MI0001, MI1274, MI1268, MI0002, MI1271, MI0570, MI2084, MI0696, MI0698, MI2339, MI0697, MI0699, MI2330, MI1025, MI0844, MI0101, MI2332, MI1026, MI0102, MI0122, MI0124, MI1047, MI1710, MI0459, MI1046, MI0460, MI1340, MI1663, MI2112, MI0715, MI0846, MI0118, MI2036, MI0117, MI1668, MI0751, MI2306, MI1860, MI1358, MI2020, MI1744, MI1357, MI1237, MI0848, MI0718, MI0720, MI1238, MI0849, MI0850, MI1537, MI2094, MI0711, MI0119, MI0121, MI0120, MI0203, MI0202, MI0746, MI1417, MI1416, MI1418, MI2012, WI1910, WI0712, WI1878, MI2528, MI1432, MI1235, WI1241, MI1236, MI0144, WI0737, MI0143, MI0027, WI0083, MI2506, MI2131, MI2503, MI1845, MI1846, MI2511, MI1133, MI0838, MI0127, MI0164, MI0297, MI2507, MI1520, MI2501, MI1745, MI1442, MI1446, MI2303, MI0649, MI1441, MI1443, MI1445, MI0648, MI2321, MI2520, MI2110, MI1042, MI0350, MI0352, MI1723, MI0351, MI0429, MI0431, MI1349, MI0430, MI0170, MI0172, MI0174, MI0518, MI0171, MI0173, MI0517, MI1003, MI1004, MI1226, MI1225, MI2142, MI0561, MI1376, MI1378, MI1430, MI1820, MI1377, MI1570, MI1571,

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MI1333, MI0031, MI0960

Section III - EEO Policy and Program Requirements

Complied with outreach provisions

Yes

Contacted multiple sources of applicants

Yes

Sought out entrepreneurs in a nondiscriminatory manner

Yes

Defined responsibility of management

Yes

Conducted continuing review of job structure

Yes

Disseminated widely EEO Program

Yes

Offered promotions in nondiscriminatory manner

Yes

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

Yes

Conducted continuing program to exclude prejudice

Yes

Section IV - Additional Information

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

PART II - Inquiries Concerning EEO Program and Practices

PART III - EEO Public File Report

Exhibits

Certifications

I certify that to the best of my knowledge, information and belief, all statements contained in this filing are true and correct. WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

Certifier Information

Certifying Official Name and Signature

Julie Cole

Certifying Official Phone

7047313338

Certifying Date Signed

2025-09-30

Certifying Official Title

VP, ER, Policy and Compliance

Certifying Official Email

julie.cole@charter.com

2025 FCC Recruitment Initiatives

FCC Unit: 13537 Michigan

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

Military Virtual Career Summit

- October 16, 2024
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- More than 250 attendees

Great Lakes Spectrum Business Account Executive Event

- May 1, 2025
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 50 attendees

XIV - Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Workplace Expectations: Foundations of a Respectful Workplace

Are you ready to be a part of Charter's respectful workplace? This course will introduce you to our respectful workplace expectations, identify behaviors that are consistent with our expectations, and highlight the professional and business impacts of applying respectful behaviors to our daily interactions. This required course is assigned to all new hires up to the EVP level.

2025 FCC Outreach Sources

FCC Unit: 13537 Michigan

Community Organization	Recipient Name	Recipient Email(s)	Organization Address	City	State	Zip	Phone
Alger County Veterans Affairs	Becky Burns	algerpets@algercounty.gov	101 Court St	Munising	MI	49862	906-387-1635
Arc Newaygo County	Maggie .	maggie@arckent.org	5646 W 72nd St	Fremont	MI	49412	616-924-5840
Baker College of Cadillac	Katelyn Richard	katelyn.richard@baker.edu	9600 E 13th St	Cadillac	MI	49601	231-876-3100
Bay County Veterans Office	Art Schupback	w.schupback@hotmail.com	515 Center Ave	Bay City	MI	48708	989-895-4190
Benzie County Veterans Affairs	Bruce Anderson	veterans@benzieco.net	448 Court Pl	Beulah	MI	49617	231-882-0034
Branch County Veterans Affairs	Charles Scott	cscott@countyofbranch.com	570 Marshall Rd	Coldwater	MI	49036	517-279-4322
Charlevoix County Veterans Affairs	Joshua Galle	gallej@charlevoixcounty.org	301 State St	Charlevoix	MI	49720	231-547-7220
Clinton and Ingham County Department of Veteran Affairs	John Taylor	taylorj@ingham.org	5303 S Cedar St	Lansing	MI	48911	517-887-4386
Detroit Vet Center	Derrick Marshall	Derrick.marshall@va.gov	11214 East Jefferson Avenue	Detroit	MI	48214	313-822-1141
DHS - MI Rehabilitation Services - State of Michigan	Tabitha Haag	HaagT1@michigan.gov	51111 Woodward Ave Ste 4d	Pontiac	MI	48342	248-972-9176
Dickinson County Office of Veterans Affairs	Sarah Gagnon	Sarah.Gagnon@va.gov	800 Crystal Lake Blvd	Iron Mountain	MI	49801	906-774-2820
Disability Advocates Kent County	Trina Edmondson	trina.e@dack.us	3600 Camelot Drive Southeast	Grand Rapids	MI	49546	616-949-1100
Downriver Community Conference - (Michigan Works! Southgate Service Center)	Charles Hayes	hayesc@michigan.gov	15100 Northline Rd	Southgate	MI	48195	313-362-3466
Eaton County Veterans Affairs	Tom Lewis	tlewis@eatoncounty.org	1045 Independence Boulevard	Charlotte	MI	48813	517-543-3740
Elizabeth City State University	Makitta McLean	mmmclean@mail.ecsu.edu	1704 Weeksville Rd	Elizabeth City	NC	27909	252-335-3318
Focus: HOPE	Linda Tinsley	tinslel@focushope.edu	1355 Oakman Boulevard	Detroit	MI	48238	313-494-5500
Gladwin County Veterans Affairs	Kenneth Roberts	vadirector@gladwincounty-mi.gov	555 W Cedar Ave	Gladwin	MI	48624	989-426-4891
GLSEN Northwest Ohio Chapter	Kristen Williams	info@nwohio.glsen.org	2447 Tiffin Avenue	Findlay	OH	45840	888-888-8888
Goodwill Industries of Greater Detroit	Ed Steinberger	esteinberger@goodwilldetroit.org	3111 Grand River Ave	Detroit	MI	48208	313-557-8659
Grand Rapids Community College	Andre Fields	afields@grcc.edu	143 Bostwick Ave Ne	Grand Rapids	MI	49503	616-234-4000
Great Lakes Bay Michigan Works	Gerald Merrell	merrellg@michigan.gov	215 Straight Ave. NW	Saginaw	MI	48607	989-293-4769
GST Michigan Works! Lapeer County Service Center	Ingrid Agnoni	gagnoni@michigan.gov	550 Lake Drive	Lapeer	MI	48446	810-664-1680
Hancock County Veterans Services	Nicole Coleman	nrcoleman@co.hancock.oh.us	1100 E Main Cross St	Findlay	OH	45840	419-424-7036
Incsys - Power4Vets	David Miranda	david.miranda@incsys.com	3380 146th Place Southeast	Bellevue	WA	98007	425-732-2377
Kalamazoo County Michigan - Veterans Services	Juan M. Gonzalez	jgonzalez@iskzoo.org	311 East Alcott Street	Kalamazoo	MI	49001	269-373-5361
Kellogg Community College	Partick Casey	caseyp@kellogg.edu	450 North Ave	Battle Creek	MI	49017	269-965-3931

2025 FCC Outreach Sources

FCC Unit: 13537 Michigan

Community Organization	Recipient Name	Recipient Email(s)	Organization Address	City	State	Zip	Phone
Kirtland Community College	Jennifer Gailitis	jennifer.gailitis@kirtland.edu	10775 N. St. Helen Road	Roscommon	MI	48653	989-275-5000
Leadings Families Homes	Jennifer Lawson	jlawson@lfhtoledo.org	2283 Ashland Avenue	Toledo	OH	43620	419-244-2175
Lenawee County Veterans Affairs	Tammy Sheldon	veterans.affairs@lenawee.mi.us	1040 S Winter St	Adrian	MI	49221	517-264-5335
Marion Connections Workforce Development Center	Lisa Eichelberger	lisa.eichelberger@jfs.ohio.gov	622 Leader Street	Marion	OH	43302	740-382-0076
Mecosta County Veterans Affairs	Paul MacKersie	molehomme@yahoo.com	14485 Northland Dr	Big Rapids	MI	49307	231-592-0124
Michigan Department of Labor and Economic Opportunity	Fred Pittman	pittmanf@michigan.gov	5217 Perry Robinson Circle	Lansing	MI	48911	517-249-0503
Michigan Department of Labor and Economic Opportunity	Kristina Kurtz	kkurtz@goodwilldetroit.org	5217 Perry Robinson Circle	Lansing	MI	48911	517-249-0503
Michigan Department of Labor and Economic Opportunity - Veterans' Employment Services	Carrie Headworth	headworthc@michigan.gov	200 West Van Buren Street	Battle Creek	MI	49017	269-660-1425
Michigan Department of Labor and Economic Opportunity - Veterans' Employment Services	Deborah Bohanon	bohanond2@michigan.gov	14117 Seven Mile East	Detroit	MI	48205	313-308-0799 x330
Michigan Rehabilitation Services	Van Nunnally	nunnallyv@michigan.gov	1048 Pierpont Dr Ste 1	Lansing	MI	48911	517-241-5122
Michigan Works! Arenac County Service Center	Scott Hammel	hammels@michigan.gov	4480 West M-61	Standish	MI	48658	989-846-2111
Michigan Works! Capital Area Service Center - Eaton County	Michael Mullin	mullinm@michigan.gov	311 W First St	Charlotte	MI	48813	517-543-5278
Michigan Works! Clare County Service Center	Pat Muoio	muoio@michigan.gov	402 N 1st St	Harrison	MI	48625	989-539-2173
Michigan Works! Clare County Service Center	Scott Hamel	hamels@michigan.gov	402 N 1st St	Harrison	MI	48625	989-539-2173
Michigan Works! Isabella Service Center	Debbrah Hardeman	hardmand@michigan.org	5889 E Broadway Rd	Mount Pleasant	MI	48858	989-772-5304
Michigan Works! Joblink Service Center	Richard Donovan	donovanr@michigan.gov	1850 North Perry Street	Pontiac	MI	48340	248-276-1777
Michigan Works! Joblink Service Center	Idrander Moore	moorei@michigan.gov	1850 North Perry Street	Pontiac	MI	48340	248-276-1777
Michigan Works! Kalamazoo	Keri Edwards	kedwards@michigan.gov	1601 S Burdick St	Kalamazoo	MI	49001	269-383-2536
Michigan Works! Livonia Service Center	Eric Hicks	hickse@michigan.gov	30246 Plymouth Rd	Livonia	MI	48150	734-513-4900
Michigan Works! Macomb Service Center - Clinton Township	L Eonea	leonea@michigan.gov	43630 Hayes Rd Ste 100	Clinton Township	MI	48038	586-263-1501
Michigan Works! Manistee Service Center	Robert Best	robert.best@networksnorthwest.org	1660 US 31	Manistee	MI	49660	231-723-2535
Michigan Works! Marquette Service Center	Mark Tweedale	tweedalem@michigan.gov	1498 O'dovero Drive	Marquette	MI	49855	906-228-3075
Michigan Works! Mecosta Service Center	Phillip Babcock	pbabcock@michiganlegion.org	14330 Northland Drive	Big Rapids	MI	49307	231-796-0049
Michigan Works! Muskegon-Oceana, Muskegon Site	Norris Ellis	ellisn@michigan.gov	316 Morris Avenue	Muskegon	MI	49440	231-724-6381
Michigan Works! Muskegon-Oceana, Shelby Site	Norris Ellis	ellisn1@michigan.gov	195 North Michigan Avenue	Shelby	MI	49455	231-861-2073
Michigan Works! Paw Paw	Alicia Razor	razora@michigan.gov	32849 E Red Arrow Hwy Ste 200	Paw Paw	MI	49079	269-657-7014

2025 FCC Outreach Sources

FCC Unit: 13537 Michigan

Community Organization	Recipient Name	Recipient Email(s)	Organization Address	City	State	Zip	Phone
Michigan Works! Service Center - Allegan County	Ken Rapelje	rapeljek@michigan.gov	3255 122nd Avenue	Allegan	MI	49010	269-686-5079
Michigan Works! Service Center - Bay County	Matthew Hagaman	hagamanm@michigan.gov	4061 N Euclid Ave	Bay City	MI	48706	989-667-0500
Michigan Works! The Job Force - Delta County	Heidi Picord	picordh@michigan.gov	2831 N Lincoln Rd	Escanaba	MI	49829	906-789-9732
Michigan Works! Washtenaw County Service Center	Gregg Weaver	weaverg@michigan.gov	304 Harriet Street	Ypsilanti	MI	48197	734-714-9814
Michigan Works! Washtenaw Service Center	Tamika Jones	jonest37@michigan.gov	304 Harriet Street	Ypsilanti	MI	48197	734-714-9814
Michigan Works! Washtenaw Service Center	Sean Sims	simss@michigan.gov	304 Harriet Street	Ypsilanti	MI	48197	734-714-9814
Michigan Works! Washtenaw Service Center	Peg Windsor	PWindsor@mwse.org	304 Harriet Street	Ypsilanti	MI	48197	734-714-9814
Michigan Works! Waterford Service Center	Renee Brzeg	brzegr@michigan.gov	501 N Cass Lake Rd	Waterford	MI	48328	248-682-0682
Michigan Works! Wayne Service Center	Calvitta Collins	collinsc14@michigan.gov	35731 W Michigan Ave	Wayne	MI	48184	734-858-1563
Michigan Works! West Central - Newaygo County	Chad Wilson	wilsonc18@michigan.gov	4747 W 48th St	Fremont	MI	49412	231-538-0744
Midland County Veterans Affairs	Ross Ahlich	rahlich@co.midland.mi.us	220 W Ellsworth St	Midland	MI	48640	989-832-6843
Monroe County Veterans Affairs	Kathy Vanderbush	kathy_vanderbush@monroemi.org	29 Washington St	Monroe	MI	48161	734-240-7362
Muskingum College	Jackie Vascura	jkent@muskingum.edu	163 Stormont St	New Concord	OH	43762	740-826-8085
National AMVETS Riders - Chapter 1988	John Barnhill	johnbarnhill616@aol.com	1959 W 24th St	Baldwin	MI	49304	616-928-8422
National AMVETS Riders - Chapter 1994	Matt Hamilton	matthamilton75@yahoo.com	417 W Espy St	Kenton	OH	43326	419-674-6598
North American Indian Association of Detroit, Inc.	Brian Moore	bmoore@naiadetroit.org	22720 Plymouth Road	Redford Charter T	MI	48239	313-535-2966
Northwest Ohio Job Center of Fulton County	Cara Leininger	CLeininger@fultoncountyo h.com	604 S Shoop Ave	Wauseon	OH	43567	419-337-9215
Northwest Ohio Job Center of Fulton County	William (Nick) Hill	william.hill@jfs.ohio.gov	604 S Shoop Ave	Wauseon	OH	43567	419-337-9215
Oakland County Veterans Services - Pontiac Office	Lauren Chamberlin	chamberlinl@oakgov.com	1200 N Telegraph Rd	Pontiac	MI	48341	248-858-0785
Ohio Means Jobs Crawford County	Dan Lipps	daniel.lipps@jfs.ohio.gov	225 East Mary Street	Bucyrus	OH	44820	419-562-8066
OhioMeansJobs Allen County	Rob Cornett	robert.cornett@jfs.ohio.gov	951 Commerce Parkway	Lima	OH	45804	419-999-0360
OhioMeansJobs Defiance County Veterans Services	Tonya Brunner	veterans@defiance-county.com	1300 E 2nd St	Defiance	OH	43512	419-784-3777
OhioMeansJobs Hardin County	Teresa Taylor	teresataylor77@yahoo.com	175 W Franklin Street	Kenton	OH	43326	419-674-2312
OhioMeansJobs Putnam County	Susie Wischmeyer	wischs@odjfs.state.oh.us	575 Ottawa-Glandorf Road	Ottawa	OH	45875	567-376-3777
OhioMeansJobs Seneca County	Carol Kern	Carol.Owen@jfs.ohio.gov	900 county Road 20	Tiffin	OH	44830	419-447-5011
OhioMeansJobs Van Wert County	Mindy Eales	Mindy.Eales@jfs.ohio.gov	120 East Main Street	Van Wert	OH	45891	419-623-4437

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Community Organization	Recipient Name	Recipient Email(s)	Organization Address	City	State	Zip	Phone
OhioMeansJobs Wood County	Mary Dewit	dewitm@odjfs.state.oh.us	1928 E Gypsy Lane Rd	Bowling Green	OH	43402	419-373-6970
OhioMeansJobs Wood County	Andrew Johnson	Andrew.Johnson@jfs.ohio.gov	1928 E Gypsy Lane Rd	Bowling Green	OH	43402	419-373-6970
OhioMeansJobs Wyandot County	Heidi Quirion	heidi.quirion@jfs.ohio.gov	120 East Johnson Street	Upper Sandusky	OH	43351	419-617-4230
One-Stop Service Center - Northwest	Jason Bruggeman	bruggemanj@michigan.gov	5555 Conner Street	Detroit	MI	48213	313-963-9675
Otsego County Veterans Affairs	Cindy Polena	cpolena@otsegocountymi.gov	225 W Main St	Gaylord	MI	49735	989-731-7575
Ottawa County Veterans Services	Sara Toris	storis@co.ottawa.oh.us	8444 W. State Rt. 163	Oak Harbor	OH	43449	419-898-2089
Presque Isle Veterans Services	Glen McKinney	veterans@picounty.org	PO Box 224	Rogers City	MI	49779	989-734-0302
Return to Work Consultants, LLC	Freddie Floyd	freddiefloydrtw@aol.com	3351 Claystone Street Southeast	Grand Rapids	MI	49546	616-363-6166
Sandusky County Department of Job and Family Services	Jacob Berryman	jacob.berryman@jfs.ohio.gov	2511 Countryside Drive	Fremont	OH	43420	419-334-3891
Sanilac County Veterans Affairs	Shannon Kreger	director@sanilacountyva.org	171 Dawson St	Sandusky	MI	48471	810-648-0212
Tuscola County Department of Veterans Affairs	Mark Zmierski	mzmierski@tchd.us	1309 Cleaver Rd	Caro	MI	48723	989-673-8148
Urban League of Detroit & Southeastern Michigan	Shelita Richmond	srichmond@deturbanleague.org	208 Mack Avenue	Detroit	MI	48201	313-832-4600
Urban League of Detroit and Southeast Michigan	N. Charles Anderson	ncanderson@deturbanleague.org	208 Mack Avenue	Detroit	MI	48201	313-832-4600
VA Ann Arbor Healthcare System	Curt Behlow	Curt.Behlow@va.gov	2215 Fuller Road	Ann Arbor	MI	48105	734-646-7122
Van Buren Arc	Office Manager	vanburenarc@gmail.com	30755 White Oak Drive	Bangor	MI	49013	616-427-5056
Vocational Rehabilitation - Alcona County Satellite Location	Susan Root	roots2@michigan.gov	202 Second Street	Lincoln	MI	48742	989-736-6082
Vocational Rehabilitation - Bay City Main MRS Office	Sheila Dahm	dahms@michigan.gov	401 Ketchum St	Bay City	MI	48708	989-894-6300
Vocational Rehabilitation - Crawford County Satellite Location	Anne Degler	deglera@michigan.gov	230 Huron St	Grayling	MI	49738	989-348-7691
Vocational Rehabilitation - Dickinson County	Nina Garcia-Locken	garcia-locken@michigan.gov	140 N Hooper St # 210	Kingsford	MI	49802	906-774-3870
Vocational Rehabilitation - Iosco County Satellite Locations	Beth Borowski	borowskie1@michigan.gov	27 N Rempert Rd	Tawas City	MI	48763	989-362-0010
Vocational Rehabilitation - Marquette County / Upper Peninsula Main MRS Office	Pete Dishaw	dishawp@michigan.gov	1498 Odovero Dr	Marquette	MI	49855	906-226-6578
Vocational Rehabilitation - Midland County Main MRS Office	Laura Gould	gouldl@michigan.gov	1409 Washington St	Midland	MI	48640	989-631-3073
Vocational Rehabilitation - Oceana County Satellite Location	Natalie Johnson	johnsonn1@michigan.gov	199 N Michigan Ave	Shelby	MI	49455	231-722-5446
Vocational Rehabilitation - Oscoda County Satellite Location	Kim Horton-Smith	horton-smith@michigan.gov	1329 S Mount Tom Rd	Mio	MI	48647	989-826-6107
Vocational Rehabilitation - Roscommon County Satellite Location	Kim Horton-Smith	horton-smithk@michigan.gov	1015 Short Dr	Prudenville	MI	48651	989-366-8660
Vocational Rehabilitation Services - Cheboygan County Satellite Locations	Doug Robinson	robinsond15@michigan.gov	11153 N Straits Hwy	Cheboygan	MI	49721	231-238-4911

2025 FCC Outreach Sources

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Community Organization	Recipient Name	Recipient Email(s)	Organization Address	City	State	Zip	Phone
West Michigan Works!	Brian Strom	bstrom@michigan.gov	12331 James St Suite 130	Holland	MI	49423	616-396-2154
West Michigan Works! Ionia Service Center	Dave Schnepf	dschnepf@ioniaisd.org	603 W Adams St	Ionia	MI	48846	616-389-8525
West Michigan Works! Service Center - Ottawa County	David Marin	marind@michigan.gov	12331 James St	Holland	MI	49424	616-336-4462
Wisconsin Department of Veterans Affairs	Josh Bahr	Joshua.Bahr@dwd.wisconsin.gov	2135 Rimrock Road	Madison	WI	53713	608-266-1309
Wounded Warrior Project	Mary Peloquin	mpeloquin@woundedwarriorproject.org	230 West Monroe Street #200	Chicago	IL	60606	630-522-4785
Wyandot County Veterans Services	Theresa Morgan	tmmorgan30@sbcglobal.net	129 S Sandusky Ave	Upper Sandusky	OH	43351	419-294-2045
YWCA Metropolitan Detroit	Patricia Gamble	pgamble@ywcadetroit.org	985 E Jefferson Ave Ste 101	Detroit	MI	48207	313-259-9922
YWCA of Greater Flint	Doraine Cassing	dorrainecassing@ywcaflint.org	801 South Saginaw Street	Flint	MI	48502	810-238-7621

2025 FCC Source Evaluation Report

FCC Unit: 13537 Michigan

Source	Applicants	Interviews	Hires
appcast-xcelerate (CS)	19	1	0
ATS	1	1	1
ATS Communication	1	0	0
ATS Redirect	51	14	3
Beamery	1	1	0
Bing	20	4	3
External Career Site	1892	299	144
Facebook	5	0	0
Fit Finder	5	2	0
Glassdoor	9	2	2
Google	250	50	40
Handshake	2	0	0
Indeed	252	44	18
Job Alerts	5	3	1
Jobs2Careers	65	10	7
LinkedIn	171	27	21
RecruitMilitary	1	1	0
Spectrum.com	23	6	5
Upward	14	1	1
ZipRecruiter	175	18	15

2025 FCC Source Report

FCC Unit: 13537 Michigan

Requisition ID	Job Title	Source	Applicants	Interviews	Hires
2024-36846	Account Executive	ATS Redirect	2	0	0
2024-36846	Account Executive	External Career Site	16	3	1
2024-36846	Account Executive	ZipRecruiter	1	0	0
2024-42474	Account Executive	ZipRecruiter	2	0	0
2024-42557	Account Executive	Job Alerts	1	0	0
2024-45130	Account Executive	Google	1	0	0
2025-50068	Account Executive	Glassdoor	1	0	0
2025-50188	Account Executive	Glassdoor	3	1	1
2025-50188	Account Executive	Upward	5	0	0
2025-52209	Account Executive	External Career Site	9	0	0
2025-52209	Account Executive	LinkedIn	2	0	0
2024-36846	Account Executive	Indeed	1	1	0
2024-36846	Account Executive	Job Alerts	1	1	0
2024-42474	Account Executive	External Career Site	15	1	1
2024-42474	Account Executive	Google	2	0	0
2024-42474	Account Executive	Indeed	3	0	0
2024-42557	Account Executive	ATS Redirect	2	1	1
2024-42557	Account Executive	Bing	1	0	0
2024-42557	Account Executive	External Career Site	25	2	1
2024-42557	Account Executive	Google	3	0	0
2024-42557	Account Executive	Indeed	5	0	0
2024-42557	Account Executive	LinkedIn	3	0	0
2024-42557	Account Executive	Upward	1	0	0
2024-42557	Account Executive	ZipRecruiter	3	0	0
2024-45130	Account Executive	External Career Site	2	1	1
2024-45130	Account Executive	Glassdoor	1	1	1
2025-50068	Account Executive	External Career Site	1	1	1
2025-50188	Account Executive	External Career Site	8	0	0
2025-50188	Account Executive	LinkedIn	2	0	0
2025-52209	Account Executive	Glassdoor	3	0	0
2025-52209	Account Executive	Google	7	1	0
2025-52209	Account Executive	Upward	5	1	1
2024-32264	Acct Exec, Comm Sol	ATS Redirect	5	0	0
2024-32264	Acct Exec, Comm Sol	Bing	1	0	0
2024-32264	Acct Exec, Comm Sol	External Career Site	20	1	1
2024-32264	Acct Exec, Comm Sol	Google	1	0	0
2024-32264	Acct Exec, Comm Sol	Indeed	5	0	0
2024-32264	Acct Exec, Comm Sol	LinkedIn	1	0	0
2024-32264	Acct Exec, Comm Sol	Spectrum.com	2	0	0
2024-32264	Acct Exec, Comm Sol	Job Alerts	1	0	0
2024-38657	Acct Exec, Comm Sol	External Career Site	1	1	1
2025-50375	Assistant Store Manager	ATS Redirect	2	0	0
2025-50369	Assistant Store Manager	ATS Redirect	3	0	0
2025-50369	Assistant Store Manager	Bing	1	1	1
2025-50369	Assistant Store Manager	External Career Site	1	0	0
2025-50369	Assistant Store Manager	Google	2	0	0
2025-50369	Assistant Store Manager	ZipRecruiter	1	0	0
2025-50375	Assistant Store Manager	External Career Site	1	0	0
2025-50375	Assistant Store Manager	Google	5	1	1
2025-50375	Assistant Store Manager	ZipRecruiter	5	0	0
2024-45168	Construction Coordinator I	External Career Site	14	1	1
2025-53944	Construction Line Tech I	Bing	1	1	1
2025-53944	Construction Line Tech I	ZipRecruiter	13	0	0
2025-53944	Construction Line Tech I	External Career Site	3	0	0
2025-53944	Construction Line Tech I	Google	12	6	6
2025-53944	Construction Line Tech I	LinkedIn	6	2	2
2024-34456	EAE-Enterprise Account Exec	ATS Redirect	4	0	0
2024-34456	EAE-Enterprise Account Exec	External Career Site	35	1	1
2024-34456	EAE-Enterprise Account Exec	Google	1	0	0
2024-34456	EAE-Enterprise Account Exec	LinkedIn	2	1	0
2024-34456	EAE-Enterprise Account Exec	appcast-xcelerate (CS)	4	0	0
2025-53303	EAE-Enterprise Account Exec	ATS Redirect	2	0	0
2025-53303	EAE-Enterprise Account Exec	ZipRecruiter	7	0	0
2025-53303	EAE-Enterprise Account Exec	ATS Communication	1	0	0
2025-53303	EAE-Enterprise Account Exec	External Career Site	12	1	1
2025-53303	EAE-Enterprise Account Exec	Google	6	0	0
2025-53303	EAE-Enterprise Account Exec	LinkedIn	6	0	0
2024-42848	EAM-Enterprise Account Manager	Indeed	10	0	0
2025-54183	EAM-Enterprise Account Manager	External Career Site	15	1	1
2025-54183	EAM-Enterprise Account Manager	ZipRecruiter	13	0	0
2024-42848	EAM-Enterprise Account Manager	appcast-xcelerate (CS)	7	0	0
2024-42848	EAM-Enterprise Account Manager	ATS Redirect	1	0	0
2024-42848	EAM-Enterprise Account Manager	Bing	1	0	0

2025 FCC Source Report

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Requisition ID	Job Title	Source	Applicants	Interviews	Hires
2024-42848	EAM-Enterprise Account Manager	External Career Site	95	2	1
2024-42848	EAM-Enterprise Account Manager	Glassdoor	1	0	0
2024-42848	EAM-Enterprise Account Manager	Google	7	0	0
2024-42848	EAM-Enterprise Account Manager	Jobs2Careers	5	0	0
2024-42848	EAM-Enterprise Account Manager	LinkedIn	7	0	0
2024-42848	EAM-Enterprise Account Manager	ZipRecruiter	10	0	0
2025-54183	EAM-Enterprise Account Manager	ATS Redirect	1	0	0
2025-54183	EAM-Enterprise Account Manager	Bing	1	0	0
2025-54183	EAM-Enterprise Account Manager	Google	14	0	0
2025-54183	EAM-Enterprise Account Manager	LinkedIn	3	0	0
2024-39537	Facilities Maintenance Spec	External Career Site	13	3	1
2024-37000	Fiber Technician I	ATS Redirect	3	3	0
2024-37000	Fiber Technician I	External Career Site	7	7	1
2024-37000	Fiber Technician I	Indeed	1	1	0
2024-43134	Fiber Technician I	LinkedIn	1	1	1
2024-43134	Fiber Technician I	External Career Site	3	3	0
2024-43134	Fiber Technician I	Google	1	1	0
2024-43134	Fiber Technician I	Indeed	2	1	0
2024-34908	Field Technician I	External Career Site	6	2	1
2024-36398	Field Technician I	External Career Site	10	1	1
2024-42454	Field Technician I	External Career Site	7	2	1
2024-42454	Field Technician I	LinkedIn	1	0	0
2024-42463	Field Technician I	ATS Redirect	1	1	0
2024-42463	Field Technician I	ZipRecruiter	2	1	1
2024-42464	Field Technician I	Job Alerts	1	1	0
2024-43058	Field Technician I	Indeed	3	2	0
2024-43058	Field Technician I	ZipRecruiter	2	1	1
2024-44932	Field Technician I	External Career Site	18	1	1
2024-45088	Field Technician I	Bing	1	0	0
2024-45088	Field Technician I	External Career Site	8	1	1
2024-45088	Field Technician I	Google	3	0	0
2024-45088	Field Technician I	ZipRecruiter	4	0	0
2025-46524	Field Technician I	Google	2	0	0
2025-46710	Field Technician I	Google	9	1	1
2025-46710	Field Technician I	ZipRecruiter	3	1	1
2025-46713	Field Technician I	LinkedIn	1	0	0
2025-46737	Field Technician I	LinkedIn	1	0	0
2025-46988	Field Technician I	Google	12	1	1
2025-46988	Field Technician I	ZipRecruiter	8	0	0
2025-47696	Field Technician I	External Career Site	1	0	0
2025-47696	Field Technician I	LinkedIn	2	1	1
2025-47766	Field Technician I	Bing	2	0	0
2025-48294	Field Technician I	Google	2	1	1
2025-48685	Field Technician I	Google	5	1	1
2025-48685	Field Technician I	LinkedIn	1	0	0
2025-48926	Field Technician I	ATS Redirect	1	0	0
2025-48966	Field Technician I	ATS Redirect	1	0	0
2025-48972	Field Technician I	ATS Redirect	1	0	0
2025-48972	Field Technician I	ZipRecruiter	2	0	0
2025-49708	Field Technician I	External Career Site	5	0	0
2024-42454	Field Technician I	ATS Redirect	1	1	0
2025-49755	Field Technician I	External Career Site	3	1	1
2024-42454	Field Technician I	Google	1	0	0
2024-42454	Field Technician I	Indeed	3	1	1
2025-49834	Field Technician I	ATS Redirect	1	1	1
2024-42454	Field Technician I	RecruitMilitary	1	1	0
2024-42454	Field Technician I	ZipRecruiter	6	3	0
2024-42457	Field Technician I	External Career Site	3	2	1
2024-42457	Field Technician I	Indeed	5	4	0
2024-42457	Field Technician I	ZipRecruiter	1	1	1
2025-49834	Field Technician I	ZipRecruiter	1	0	0
2024-42463	Field Technician I	External Career Site	6	3	1
2024-42463	Field Technician I	Google	1	1	1
2024-42463	Field Technician I	Indeed	2	1	0
2025-50572	Field Technician I	External Career Site	27	1	0
2024-42464	Field Technician I	ATS Redirect	4	4	0
2024-42464	Field Technician I	External Career Site	4	3	0
2024-42464	Field Technician I	Google	1	1	0
2024-42464	Field Technician I	Indeed	4	2	1
2025-50963	Field Technician I	Bing	1	0	0
2024-42464	Field Technician I	LinkedIn	1	1	0
2024-42464	Field Technician I	Spectrum.com	1	0	0
2025-50963	Field Technician I	ZipRecruiter	11	1	1

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Requisition ID	Job Title	Source	Applicants	Interviews	Hires
2025-50970	Field Technician I	ZipRecruiter	4	0	0
2025-51081	Field Technician I	External Career Site	8	0	0
2024-43058	Field Technician I	External Career Site	2	1	0
2024-43058	Field Technician I	Google	3	2	1
2025-51132	Field Technician I	External Career Site	19	0	0
2025-51132	Field Technician I	ZipRecruiter	16	0	0
2025-51253	Field Technician I	ZipRecruiter	18	1	1
2025-51675	Field Technician I	ATS Redirect	1	0	0
2025-51675	Field Technician I	LinkedIn	6	2	2
2025-52137	Field Technician I	External Career Site	2	0	0
2025-52863	Field Technician I	LinkedIn	2	1	0
2025-52871	Field Technician I	LinkedIn	1	0	0
2025-53126	Field Technician I	ATS Redirect	1	0	0
2025-53126	Field Technician I	LinkedIn	1	0	0
2024-44974	Field Technician I	External Career Site	9	2	1
2025-53531	Field Technician I	LinkedIn	2	0	0
2025-55004	Field Technician I	LinkedIn	1	0	0
2024-45088	Field Technician I	LinkedIn	1	0	0
2024-45090	Field Technician I	External Career Site	17	1	1
2025-46524	Field Technician I	External Career Site	1	0	0
2025-46524	Field Technician I	ZipRecruiter	2	1	1
2025-46710	Field Technician I	External Career Site	4	0	0
2025-46710	Field Technician I	Indeed	1	0	0
2025-46713	Field Technician I	External Career Site	2	0	0
2025-46713	Field Technician I	Facebook	1	0	0
2025-46713	Field Technician I	Google	5	1	1
2025-46713	Field Technician I	ZipRecruiter	8	1	1
2025-46737	Field Technician I	External Career Site	11	2	2
2025-46737	Field Technician I	Google	4	3	3
2025-46737	Field Technician I	Indeed	3	0	0
2025-46843	Field Technician I	External Career Site	4	1	1
2025-46843	Field Technician I	LinkedIn	1	0	0
2025-46988	Field Technician I	External Career Site	28	2	2
2025-46988	Field Technician I	LinkedIn	2	0	0
2025-47696	Field Technician I	Google	2	1	1
2025-47696	Field Technician I	Indeed	2	0	0
2025-47736	Field Technician I	Bing	1	0	0
2025-47736	Field Technician I	External Career Site	9	0	0
2025-47736	Field Technician I	Google	4	2	2
2025-47736	Field Technician I	Handshake	2	0	0
2025-47766	Field Technician I	External Career Site	10	0	0
2025-47766	Field Technician I	Google	4	1	1
2025-47766	Field Technician I	Indeed	1	0	0
2025-48294	Field Technician I	External Career Site	1	0	0
2025-48685	Field Technician I	External Career Site	18	1	0
2025-48685	Field Technician I	Indeed	3	0	0
2025-48926	Field Technician I	Bing	1	0	0
2025-48926	Field Technician I	External Career Site	8	0	0
2025-48926	Field Technician I	Google	9	1	1
2025-48926	Field Technician I	LinkedIn	2	0	0
2025-48966	Field Technician I	External Career Site	8	0	0
2025-48966	Field Technician I	Google	9	1	1
2025-48966	Field Technician I	LinkedIn	1	0	0
2025-48972	Field Technician I	Bing	1	1	1
2025-48972	Field Technician I	External Career Site	16	0	0
2025-48972	Field Technician I	Google	9	1	1
2025-48972	Field Technician I	LinkedIn	1	0	0
2025-49708	Field Technician I	Google	3	0	0
2025-49708	Field Technician I	ZipRecruiter	1	1	1
2025-49755	Field Technician I	Google	2	1	1
2025-49755	Field Technician I	ZipRecruiter	1	0	0
2025-49834	Field Technician I	External Career Site	1	0	0
2025-49834	Field Technician I	Google	1	1	1
2025-49834	Field Technician I	LinkedIn	2	0	0
2025-50572	Field Technician I	Google	18	5	2
2025-50572	Field Technician I	ZipRecruiter	4	4	4
2025-50963	Field Technician I	External Career Site	22	0	0
2025-50963	Field Technician I	Google	12	0	0
2025-50963	Field Technician I	LinkedIn	8	2	2
2025-50970	Field Technician I	External Career Site	3	0	0
2025-50970	Field Technician I	Google	3	0	0
2025-50970	Field Technician I	LinkedIn	5	3	1
2025-51081	Field Technician I	Google	4	1	1

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2025-51081	Field Technician I	ZipRecruiter	6	0	0
2025-51132	Field Technician I	Google	10	3	3
2025-51132	Field Technician I	LinkedIn	1	0	0
2025-51253	Field Technician I	External Career Site	11	1	0
2025-51253	Field Technician I	Google	7	0	0
2025-51253	Field Technician I	LinkedIn	2	1	1
2025-51267	Field Technician I	ATS Redirect	1	0	0
2025-51267	Field Technician I	External Career Site	7	0	0
2025-51267	Field Technician I	Google	7	1	1
2025-51267	Field Technician I	LinkedIn	2	0	0
2025-51675	Field Technician I	External Career Site	16	0	0
2025-51675	Field Technician I	Facebook	1	0	0
2025-51675	Field Technician I	Google	9	0	0
2025-51675	Field Technician I	ZipRecruiter	16	0	0
2025-52137	Field Technician I	ZipRecruiter	2	1	1
2025-52455	Field Technician I	Bing	1	1	0
2025-52455	Field Technician I	External Career Site	4	0	0
2025-52455	Field Technician I	Google	3	0	0
2025-52455	Field Technician I	LinkedIn	2	1	1
2025-52863	Field Technician I	External Career Site	4	0	0
2025-52863	Field Technician I	Google	1	1	1
2025-52863	Field Technician I	Indeed	1	0	0
2025-52871	Field Technician I	External Career Site	12	0	0
2025-52871	Field Technician I	Facebook	1	0	0
2025-52871	Field Technician I	Google	5	2	1
2025-53126	Field Technician I	External Career Site	7	1	1
2025-53126	Field Technician I	Google	2	0	0
2025-53126	Field Technician I	Indeed	2	0	0
2025-53531	Field Technician I	External Career Site	14	0	0
2025-53531	Field Technician I	Google	3	2	2
2025-53531	Field Technician I	Indeed	4	0	0
2025-53583	Field Technician I	ATS Redirect	1	0	0
2025-53583	Field Technician I	External Career Site	6	2	2
2025-53583	Field Technician I	Indeed	2	0	0
2025-53583	Field Technician I	LinkedIn	2	1	1
2025-54006	Field Technician I	External Career Site	1	1	1
2025-55004	Field Technician I	External Career Site	11	0	0
2025-55004	Field Technician I	Google	6	1	1
2025-55004	Field Technician I	Indeed	5	0	0
2025-55960	Field Technician I	External Career Site	6	0	0
2025-55960	Field Technician I	Google	2	1	1
2024-35616	Maintenance Technician I 3rd	External Career Site	8	5	1
2025-48238	Maintenance Technician I 3rd	External Career Site	2	0	0
2025-48238	Maintenance Technician I 3rd	Indeed	2	1	1
2025-49674	Major Account Executive-Strat	ATS Redirect	1	0	0
2025-49674	Major Account Executive-Strat	External Career Site	18	0	0
2025-49674	Major Account Executive-Strat	Indeed	8	0	0
2025-49674	Major Account Executive-Strat	LinkedIn	1	1	1
2025-52982	Major Account Executive-Strat	Bing	1	0	0
2025-52982	Major Account Executive-Strat	External Career Site	15	0	0
2025-52982	Major Account Executive-Strat	Indeed	7	1	1
2025-52982	Major Account Executive-Strat	LinkedIn	1	0	0
2024-43592	Mgr, Sales Business Accounts	ATS Redirect	1	0	0
2024-43592	Mgr, Sales Business Accounts	External Career Site	77	1	1
2024-43592	Mgr, Sales Business Accounts	Google	1	1	0
2024-43592	Mgr, Sales Business Accounts	Indeed	4	0	0
2024-43592	Mgr, Sales Business Accounts	LinkedIn	8	0	0
2025-49640	Mgr, Sales Business Accounts	Bing	1	0	0
2025-49640	Mgr, Sales Business Accounts	ATS Redirect	1	0	0
2025-49640	Mgr, Sales Business Accounts	External Career Site	14	1	1
2025-49640	Mgr, Sales Business Accounts	Indeed	2	0	0
2025-49640	Mgr, Sales Business Accounts	LinkedIn	2	0	0
2024-35094	Mgr, Store	Indeed	3	0	0
2024-35094	Mgr, Store	Spectrum.com	1	0	0
2024-44172	Mgr, Store	ATS Redirect	3	2	0
2024-44172	Mgr, Store	External Career Site	7	0	0
2024-44172	Mgr, Store	Indeed	1	0	0
2024-44490	Mgr, Store	ATS Redirect	1	0	0
2024-44490	Mgr, Store	External Career Site	11	1	1
2024-44490	Mgr, Store	Facebook	1	0	0
2024-44490	Mgr, Store	Indeed	1	0	0
2024-35094	Mgr, Store	appcast-xcelerate (CS)	1	0	0
2024-35094	Mgr, Store	ATS Redirect	1	0	0

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2024-35094	Mgr, Store	External Career Site	37	2	1
2024-35094	Mgr, Store	ZipRecruiter	1	0	0
2024-44172	Mgr, Store	Google	1	1	1
2024-44490	Mgr, Store	LinkedIn	1	0	0
2025-49994	Mgr, Strategic Market Sales	ATS	1	1	1
2025-49994	Mgr, Strategic Market Sales	Bing	2	0	0
2025-49994	Mgr, Strategic Market Sales	External Career Site	17	0	0
2025-49994	Mgr, Strategic Market Sales	Indeed	5	0	0
2024-41966	Mkt Dev Spec	External Career Site	2	1	1
2024-38071	Mkt Dev Spec	External Career Site	3	2	1
2024-38778	Mkt Dev Spec	External Career Site	4	2	2
2024-38797	Mkt Dev Spec	External Career Site	4	4	1
2025-51884	Mkt Dev Spec	External Career Site	15	1	1
2025-51884	Mkt Dev Spec	Indeed	5	1	0
2025-51884	Mkt Dev Spec	LinkedIn	1	0	0
2025-47464	Multimedia Content Producer	LinkedIn	3	0	0
2025-47464	Multimedia Content Producer	ATS Redirect	2	0	0
2025-47464	Multimedia Content Producer	Bing	1	0	0
2025-47464	Multimedia Content Producer	External Career Site	40	0	0
2025-47464	Multimedia Content Producer	Facebook	1	0	0
2025-47464	Multimedia Content Producer	Indeed	18	1	1
2025-47466	Multimedia Content Producer	External Career Site	44	1	1
2025-47466	Multimedia Content Producer	Indeed	29	0	0
2025-47466	Multimedia Content Producer	LinkedIn	5	0	0
2025-46450	Multi-Tenant Sales Rep 1	External Career Site	5	0	0
2025-46450	Multi-Tenant Sales Rep 1	Indeed	7	1	1
2025-53283	Multi-Tenant Sales Rep 1	Indeed	6	0	0
2025-49109	Multi-Tenant Sales Rep 1	External Career Site	6	0	0
2025-49109	Multi-Tenant Sales Rep 1	Indeed	6	1	1
2025-53283	Multi-Tenant Sales Rep 1	External Career Site	11	1	1
2024-42192	Multi-Tenant Sales Rep 2	External Career Site	3	2	0
2024-42192	Multi-Tenant Sales Rep 2	Indeed	1	1	0
2024-42192	Multi-Tenant Sales Rep 2	Spectrum.com	1	1	1
2025-53282	Multi-Tenant Sales Rep 2	External Career Site	4	1	1
2025-53282	Multi-Tenant Sales Rep 2	Indeed	3	0	0
2024-40453	Regional Operations Analyst	External Career Site	14	2	1
2024-33870	Resi Connectivity Sales Spec	External Career Site	8	2	1
2024-33870	Resi Connectivity Sales Spec	Indeed	1	0	0
2024-33870	Resi Connectivity Sales Spec	Job Alerts	1	1	1
2024-35666	Resi Connectivity Sales Spec	External Career Site	5	5	1
2024-35666	Resi Connectivity Sales Spec	Indeed	3	3	0
2024-37113	Resi Connectivity Sales Spec	External Career Site	8	8	2
2024-37118	Resi Connectivity Sales Spec	ZipRecruiter	1	1	1
2024-39857	Resi Connectivity Sales Spec	External Career Site	5	1	1
2024-40307	Resi Connectivity Sales Spec	External Career Site	20	10	4
2025-46157	Resi Connectivity Sales Spec	External Career Site	13	0	0
2025-46157	Resi Connectivity Sales Spec	Indeed	5	0	0
2025-46157	Resi Connectivity Sales Spec	LinkedIn	2	0	0
2025-46604	Resi Connectivity Sales Spec	Indeed	6	4	3
2024-33870	Resi Connectivity Sales Spec	Spectrum.com	1	1	0
2024-37118	Resi Connectivity Sales Spec	External Career Site	10	10	5
2024-37137	Resi Connectivity Sales Spec	External Career Site	4	4	1
2024-37137	Resi Connectivity Sales Spec	Spectrum.com	1	1	1
2024-37877	Resi Connectivity Sales Spec	External Career Site	5	5	1
2024-37889	Resi Connectivity Sales Spec	External Career Site	5	5	1
2024-37900	Resi Connectivity Sales Spec	External Career Site	14	4	4
2024-38761	Resi Connectivity Sales Spec	External Career Site	18	15	4
2024-39313	Resi Connectivity Sales Spec	External Career Site	9	9	4
2024-40025	Resi Connectivity Sales Spec	External Career Site	3	3	2
2024-40110	Resi Connectivity Sales Spec	External Career Site	9	6	1
2024-40117	Resi Connectivity Sales Spec	External Career Site	8	5	2
2025-48092	Resi Connectivity Sales Spec	External Career Site	4	3	1
2025-48092	Resi Connectivity Sales Spec	Indeed	11	6	5
2025-48093	Resi Connectivity Sales Spec	External Career Site	11	2	2
2024-40125	Resi Connectivity Sales Spec	External Career Site	6	3	1
2025-48093	Resi Connectivity Sales Spec	Indeed	9	1	0
2024-42056	Resi Connectivity Sales Spec	External Career Site	6	4	1
2025-46157	Resi Connectivity Sales Spec	ATS Redirect	1	1	1
2025-46157	Resi Connectivity Sales Spec	Upward	1	0	0
2025-46604	Resi Connectivity Sales Spec	External Career Site	9	4	1
2025-48092	Resi Connectivity Sales Spec	Beamery	1	1	0
2025-48093	Resi Connectivity Sales Spec	Fit Finder	1	1	0
2025-48093	Resi Connectivity Sales Spec	LinkedIn	1	1	0

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2025-49512	Resi Connectivity Sales Spec	Indeed	5	5	2
2025-51010	Resi Connectivity Sales Spec	External Career Site	7	3	2
2025-49512	Resi Connectivity Sales Spec	External Career Site	13	8	4
2025-51008	Resi Connectivity Sales Spec	External Career Site	1	1	0
2025-51008	Resi Connectivity Sales Spec	Indeed	1	0	0
2025-51008	Resi Connectivity Sales Spec	LinkedIn	1	1	1
2025-51010	Resi Connectivity Sales Spec	Indeed	2	1	0
2025-51010	Resi Connectivity Sales Spec	LinkedIn	1	1	1
2025-47675	Sales Engineer II	Bing	1	0	0
2025-47675	Sales Engineer II	External Career Site	14	1	1
2025-47675	Sales Engineer II	Indeed	7	0	0
2025-47675	Sales Engineer II	LinkedIn	2	0	0
2025-47675	Sales Engineer II	ATS Redirect	1	0	0
2024-34348	Store Specialist	appcast-xcelerate (CS)	4	0	0
2024-34348	Store Specialist	External Career Site	71	3	2
2024-34348	Store Specialist	Google	1	0	0
2024-34348	Store Specialist	Indeed	7	0	0
2024-35023	Store Specialist	External Career Site	4	2	1
2024-36768	Store Specialist	External Career Site	5	5	2
2024-37387	Store Specialist	External Career Site	20	8	4
2024-37510	Store Specialist	External Career Site	9	1	1
2024-37752	Store Specialist	External Career Site	8	2	1
2024-39915	Store Specialist	External Career Site	29	2	1
2024-39915	Store Specialist	Indeed	4	1	0
2024-40112	Store Specialist	External Career Site	8	1	1
2024-42342	Store Specialist	Indeed	3	0	0
2024-42944	Store Specialist	External Career Site	1	1	1
2024-43689	Store Specialist	External Career Site	8	1	1
2024-43689	Store Specialist	Indeed	3	1	0
2024-43689	Store Specialist	Jobs2Careers	3	0	0
2024-44083	Store Specialist	External Career Site	6	1	1
2024-44181	Store Specialist	Fit Finder	1	1	0
2024-44181	Store Specialist	Jobs2Careers	2	1	0
2024-44608	Store Specialist	External Career Site	10	1	1
2024-44608	Store Specialist	Jobs2Careers	1	0	0
2024-44669	Store Specialist	External Career Site	9	1	1
2024-45400	Store Specialist	External Career Site	10	2	1
2024-45400	Store Specialist	Jobs2Careers	8	3	2
2024-45615	Store Specialist	External Career Site	5	1	1
2024-45615	Store Specialist	Jobs2Careers	3	0	0
2024-45615	Store Specialist	Spectrum.com	1	0	0
2024-45654	Store Specialist	Jobs2Careers	2	0	0
2024-45654	Store Specialist	Spectrum.com	1	1	1
2025-46338	Store Specialist	External Career Site	2	0	0
2025-46338	Store Specialist	Jobs2Careers	3	1	1
2025-46338	Store Specialist	LinkedIn	1	0	0
2025-47155	Store Specialist	External Career Site	11	1	1
2025-47155	Store Specialist	Fit Finder	1	0	0
2025-47155	Store Specialist	Jobs2Careers	6	1	0
2025-47155	Store Specialist	Spectrum.com	5	1	1
2025-47723	Store Specialist	External Career Site	10	1	1
2025-47723	Store Specialist	Jobs2Careers	3	0	0
2025-47723	Store Specialist	LinkedIn	6	1	1
2025-47998	Store Specialist	Jobs2Careers	2	1	1
2025-48011	Store Specialist	External Career Site	6	1	1
2025-48011	Store Specialist	LinkedIn	3	0	0
2025-48033	Store Specialist	Jobs2Careers	3	0	0
2025-48033	Store Specialist	LinkedIn	6	1	1
2025-48534	Store Specialist	External Career Site	5	1	1
2025-48859	Store Specialist	External Career Site	2	0	0
2025-48859	Store Specialist	Jobs2Careers	3	0	0
2025-48859	Store Specialist	LinkedIn	1	1	1
2024-35899	Store Specialist	External Career Site	3	2	1
2024-36768	Store Specialist	Indeed	1	1	0
2024-37387	Store Specialist	LinkedIn	1	0	0
2024-37683	Store Specialist	External Career Site	20	5	1
2024-38319	Store Specialist	External Career Site	34	4	1
2024-38546	Store Specialist	External Career Site	6	1	1
2025-49909	Store Specialist	External Career Site	18	0	0
2025-49909	Store Specialist	Jobs2Careers	14	0	0
2025-49909	Store Specialist	LinkedIn	2	0	0
2024-39243	Store Specialist	External Career Site	17	4	3
2024-39490	Store Specialist	External Career Site	13	4	2

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Requisition ID	Job Title	Source	Applicants	Interviews	Hires
2024-39575	Store Specialist	External Career Site	32	3	1
2024-39669	Store Specialist	External Career Site	24	1	1
2024-39669	Store Specialist	Google	1	0	0
2024-39669	Store Specialist	Indeed	1	0	0
2024-39669	Store Specialist	Spectrum.com	1	0	0
2024-40137	Store Specialist	External Career Site	21	2	2
2024-40153	Store Specialist	appcast-xcelerate (CS)	1	0	0
2024-40153	Store Specialist	External Career Site	47	3	0
2024-40153	Store Specialist	Indeed	7	1	1
2024-40316	Store Specialist	External Career Site	32	2	1
2024-41095	Store Specialist	External Career Site	21	3	2
2024-41206	Store Specialist	External Career Site	17	1	1
2024-41294	Store Specialist	appcast-xcelerate (CS)	1	1	0
2025-51674	Store Specialist	External Career Site	3	1	1
2025-51674	Store Specialist	Jobs2Careers	1	0	0
2025-51674	Store Specialist	Spectrum.com	1	0	0
2024-41294	Store Specialist	External Career Site	4	4	1
2024-41294	Store Specialist	Google	1	1	0
2025-51723	Store Specialist	External Career Site	3	1	1
2025-51723	Store Specialist	Jobs2Careers	1	0	0
2024-42342	Store Specialist	External Career Site	7	2	1
2024-44083	Store Specialist	appcast-xcelerate (CS)	1	0	0
2024-44181	Store Specialist	External Career Site	5	2	1
2025-52172	Store Specialist	External Career Site	2	1	1
2024-44181	Store Specialist	LinkedIn	4	0	0
2025-52172	Store Specialist	Spectrum.com	1	0	0
2024-45400	Store Specialist	LinkedIn	3	0	0
2024-45400	Store Specialist	Spectrum.com	1	0	0
2024-45654	Store Specialist	External Career Site	4	0	0
2025-46338	Store Specialist	Spectrum.com	1	0	0
2025-47155	Store Specialist	LinkedIn	6	0	0
2025-47723	Store Specialist	Spectrum.com	2	0	0
2025-47998	Store Specialist	External Career Site	1	0	0
2025-48011	Store Specialist	Fit Finder	1	0	0
2025-48033	Store Specialist	External Career Site	7	0	0
2025-48534	Store Specialist	LinkedIn	6	1	1
2025-49909	Store Specialist	Spectrum.com	1	1	1
2025-51390	Store Specialist	Jobs2Careers	2	1	1
2025-52172	Store Specialist	Jobs2Careers	1	1	1
2025-52551	Store Specialist	Jobs2Careers	2	1	1
2025-54242	Store Specialist	Spectrum.com	1	0	0
2025-54242	Store Specialist	External Career Site	1	0	0
2025-54242	Store Specialist	Fit Finder	1	0	0
2025-54242	Store Specialist	LinkedIn	1	1	1
2024-34792	Strategic Account Spec - HC	External Career Site	11	2	1
2024-38647	Sup, Field Operations	External Career Site	7	6	1
2025-51825	Warehouse Technician	External Career Site	21	0	0
2025-51825	Warehouse Technician	Upward	2	0	0
2025-51825	Warehouse Technician	LinkedIn	17	1	1