

## 2021 FCC Unit Structure

### FCC Unit: 13524 Central California

Address	City	State	Postal Zip Code
7203 Sands Ln	Anderson	CA	96007
1146 W. Branch Street	Arroyo Grande	CA	93420
10436 Stockdale Highway	Bakersfield	CA	93311
4450 California Avenue	Bakersfield	CA	93309
5649 Gosford Road	Bakersfield	CA	93313
519 Antero Circle	Buena Vista	CO	81211
1702 High St.	Delano	CA	93215
6845 Camino Arroyo	Gilroy	CA	95020
8120 Camino Arroyo	Gilroy	CA	95020
1680 E Gonzales Road	Oxnard	CA	93036
721 Maulhardt Ave	Oxnard	CA	93030
41551 10th Str W	Palmdale	CA	93551
2075 Theatre Drive	Paso Robles	CA	93446
1849 Thunderbolt Drive	Porterville	CA	93257
375 N Main St	Porterville	CA	93257
1401 Hilltop Drive	Redding	CA	96003
5797 Eastside Rd	Redding	CA	96001
5835 Eastside Rd	Redding	CA	96001
1121 L Street	Sacramento	CA	95814
181 Tank Farm Rd, Ste 210 & 220	San Luis Obispo	CA	93401
270 Bridge St	San Luis Obispo	CA	93401
481 Madonna Road	San Luis Obispo	CA	93405
547 W Harvard Blvd	Santa Paula	CA	93060
1555 Simi Town Center Way	Simi Valley	CA	93065
1612-1620 Shop Street	South Lake Tahoe	CA	96150
3640 Lake Tahoe Boulevard	South Lake Tahoe	CA	96150
2725 Countryside Dr	Turlock	CA	95380
773 N Walnut Rd	Turlock	CA	95380
27433 Tourney Rd	Valencia	CA	91355
2525 Knoll Dr	Ventura	CA	93003
51 West Main St	Ventura	CA	93001
12858 Production Place	Victorville	CA	92392
14400 Bear Valley Road	Victorville	CA	92392
475 Airport Blvd	Watsonville	CA	95076

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

**SECTION I IDENTIFYING INFORMATION**

A. Name of Operator:

TIME WARNER CABLE

MSO Name:

CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address

7910 CRESCENT EXECUTIVE DRIVE

City

CHARLOTTE

State

NC

Zip Code

28217-

E-Mail Address (if available)

MICHAEL.TROTTER@TWCABLE.COM

FCC Registration Number:

Emp. Unit ID # 13524

**Application Purpose**

- New Program Report  
 Amendment to Program Report

 Supplemental Investigation Sheet (SIS) Attached

C. County and State in which unit's employment office is located

VENTURA, CA

D. Category of Respondent (check applicable box)

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

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

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

**SECTION II COMMUNITY INFORMATION**

## System Communities Comprising Local Employment Unit

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

**SECTION III EEO POLICY AND PROGRAM REQUIREMENTS**

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

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

#### SECTION IV ADDITIONAL INFORMATION

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


[Exhibit 3]

#### SECTION V CERTIFICATION

This report must be certified as follows:

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

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

Signed		Title	GVP, LABOR & EMPLOYEE RELATIONS
Date	9/23/2021	Name of Respondent	KEVIN SMITH
Telephone No. (include area code)		2037054832	

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

#### Exhibits

# 2020-2021 Recruitment Initiatives

FCC Unit: 13524 Central California

- 1. #16 - Participation in any other activities reasonably calculated by the unit to further the goal of disseminating information about employment opportunities in multichannel video programming to job candidates who might otherwise be unaware of such opportunities.**

## **Chaffee County Times Job Posting**

- April 1, 2021; 3 weeks
- Description: Job Posting in local county paper
- Charter Representation: Recruiters
- How the activity promotes EEO:
  - “The Spectrum brands (including Spectrum Networks, Spectrum Enterprise and Spectrum Reach) are powered and innovated by Charter Communications. Charter Communications reaffirms its commitment to providing equal opportunities for employment and advancement to qualified employees and applicants. Individuals will be considered for positions for which they meet the minimum qualifications and are able to perform without regard to race, color, gender, age, religion, disability, national origin, veteran status, sexual orientation, gender identity, or any other basis protected by federal, state or local laws.”*
- Targeted Positions: All open positions

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

## **Workplace Expectations: Equal Employment Opportunity Requirements for Leaders and Human Resources**

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

## 2021 FCC Outreach Sources

### FCC Unit: 13524 Central California

Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip
America's Job Center - Lamont	areolaa@co.kern.ca.us	661-635-4029	8300 Segre Rd	Lamont	CA	93241-2123
American Indian Chamber of Commerce of California	stateadmin@aicccal.org	213-440-3232	555 W 5th St Fl 30	Los Angeles	CA	90013-1048
Antelope Valley Vet Center	bruce.flores@va.gov	661-267-1026	38925 Trade Center Dr Ste J	Palmdale	CA	93551-3653
Bakersfield Arc	jmyers@barc-inc.org	661-834-2272	2240 S Union Ave	Bakersfield	CA	93307-4158
Business and Career One Stop of San Luis Obispo	Neonee.senoro@va.gov	805-903-1400	880 Industrial Way	San Luis Obispo	CA	93401-7666
California State University - Monterey Bay	career_development@csumb.edu	831-582-3306	100 Campus Ctr Bldg 44	Seaside	CA	93955-8000
California State University-Stanislaus	career@csuman.edu	209-667-3661	One University Circle	Turlock	CA	95382-0299
Career Services Center - Mojave	peart@co.kern.ca.us	(661) 824-7800	2300 State Highway 58	Mojave	CA	93501-1815
Center for Employment Training - San Jose	kmanley@cetweb.edu	(408) 287-7924	701 Vine St	San Jose	CA	95110-2940
Central Valley Regional Center	glevrets@cvcrc.org	559-738-2200	5441 W Cypress Ave	Visalia	CA	93277-8341
Colton-Redlands-Yucaipa Regional Occupational Program	christopher_mcclung@cry-rop.org	909-793-3115	1214 Indiana Ct	Redlands	CA	92374-2896
Disabled American Veterans - Birmingham Hosp Chapter 73	gamby777@hotmail.com	818-340-1422	6543 Corbin Ave	Woodland Hills	CA	91367-2801
Disabled American Veterans - Carson City #7	joy2de@clearwire.net	775-527-1834	Po Box 861	Carson City	NV	89702-0861
Disabled American Veterans - Memorial Chapter 45	orvillekeeton@yahoo.com	805-489-4835	2700 Cienega St Spc 75	Oceano	CA	93445-8976
Disabled American Veterans - Rev Ed Muegee Jr Chapter 52	scwillee@gmail.com	831-295-3546	1344 Pacific Ave Apt 106	Santa Cruz	CA	95060-3926
Disabled American Veterans - Ventura Chapter 24	maxvanderwyk@hotmail.com	805-644-3356	2126 Knoll Dr	Ventura	CA	93003-7304
Diversity Center of Santa Cruz	diversitycenterhost@diversitycenter.org	831-425-5422	1117 Soquel Ave	Santa Cruz	CA	95062-2105
East County Job and Career Center	john.jackson@ventura.org	805-955-2282	980 Enchanted Way	Simi Valley	CA	93065-0911
Employment Development Department - San Carlos	Charles.tate@edd.ca.gov	(650) 802-5000	1200 Obrien Dr	Menlo Park	CA	94025-1413
Employment Development Department Workforce Services	logan.mook@edd.ca.gov	530-225-2168	1325 Pine St	Redding	CA	96001-0603
Employment Development Department Workforce Services	richard.partidge@edd.ca.gov	530-225-2191	1325 Pine St	Redding	CA	96001-0603
Employment Development Department Workforce Services	thomas.johnson@edd.ca.gov	530-225-2185	1325 Pine St	Redding	CA	96001-0603
Epic Bible College	ghartley@epic.edu	(916) 348-4689	4330 Auburn Blvd	Sacramento	CA	95841-4107
Exeter Chamber of Commerce	chamber@exeterchamber.com	559-592-2919	101 W Pine St	Exeter	CA	93221-1612
FCNI-Family Care Network, Inc	jobs@fcni.org	805-781-3535	3765 S Higuera St Ste 100	San Luis Obispo	CA	93401-1577
Gilroy Chamber of Commerce	chamber@gilroy.org	408-842-6437	7471 Monterey Rd	Gilroy	CA	95020-5823
Glendale Community College	rbishop@glendale.edu	(818) 240-1000	1500 N Verdugo Rd	Glendale	CA	91208-2809
Goodwill Job Service Center	sara.rivas@canyons.edu	661-799-9675	20655 Soledad Canyon Rd Ste 25	Santa Clarita	CA	91351-2475
Greater Bakersfield Chamber of Commerce	robertsw@co.kern.ca.us	661-327-4421	1725 Eye St	Bakersfield	CA	93301-5208
Greater Conejo Valley Chamber of Commerce	jlederer@conejochamber.org	805-370-0035	600 Hampshire Rd Ste 200	Westlake Village	CA	91361-2571
Greater Redding Chamber of Commerce	receptionist@reddingchamber.com	530-225-4433	747 Auditorium Dr	Redding	CA	96001-0920
Greater Tehachapi Chamber of Commerce	chamber@tehachapi.com	661-822-4180	209 E Tehachapi Blvd	Tehachapi	CA	93561-1732
High Desert Employment Resource Center	cwatson@wdd.sbcounty.gov	760-552-6552	17310 Bear Valley Rd	Victorville	CA	92395-7773
Hollywood Chamber of Commerce	leron@hollywoodchamber.net	323-469-8311	7018 Hollywood Blvd	Hollywood	CA	90028-6000
Humphreys College - Stockton	jwalker@humphreys.edu	(209) 478-0800	6650 Inglewood Ave	Stockton	CA	95207-3861
Jenesse Center, Inc.	aparker@jenesse.org	323-299-9496	Po Box 8476	Los Angeles	CA	90008-0476
Kern County Veterans Service Department	cbikakis@co.kern.ca.us	661-868-7300	1120 Golden State Ave	Bakersfield	CA	93301-2416
Las Positas College	vhamilton@laspositascollege.edu	925-424-1000	3033 Collier Canyon Rd	Livermore	CA	94511-9797
Menlo College	dylan.houle@menlo.edu	(650) 543-3735	1000 El Camino Real	Atherton	CA	94027-4300
Monterey Peninsula College	languyen@mpc.edu	831-646-4000	980 Fremont St	Monterey	CA	93940-4704
Northern California Indian Development Council - Crescent City	matthews@ncidc.org	707-464-3512	1607 5th St	Crescent City	CA	95531-4128
Northern California Indian Development Council - Y...	jonesee@ncidc.org	530-842-6157	501 N Main St	Yreka	CA	96097-2524
Oxnard Job & Career Center	david.navarrete@edd.ca.gov	805-204-5100	635 S Ventura Rd	Oxnard	CA	93030-6506
Partnerships With Industry - South Bay	bgarbark@pwiworks.org	619-424-2250	1121 Bay Blvd Ste H	Chula Vista	CA	91911-2667
Partnerships With Industry - South Bay	krobinson@pwiworks.org	(619) 424-2250	1121 Bay Blvd Ste H	Chula Vista	CA	91911-2667
Riverside County Workforce Development Center	lance.sayavong@edd.ca.gov	951-955-3100	1325 Spruce St	Riverside	CA	92507-0502
Roseville Connections	dennis.pearson@edd.ca.gov	916-865-2425	115 Ascot Dr	Roseville	CA	95661-3436
Saint Mary's College Of California	cng4@stmarys-ca.edu		1928 Saint Marys Rd	Moraga	CA	94556-2715
San Benito County One-Stop Career Center	nelda.escamilla@edd.ca.gov	831-637-5627	1111 San Felipe Rd Ste 107	Hollister	CA	95023-2814
San Luis Obispo County Veterans Services	kzeller@co.slo.ca.us	(805) 781-5766	801 Grand Ave	San Luis Obispo	CA	93401-2641
San Luis Obispo Vet Center	cyntia.conn@va.gov	805-210-6634	1070 Southwood Dr	San Luis Obispo	CA	93401-5813
Santa Ana WORK Center	elenz@santa-ana.org	(714) 565-2600	1000 E Santa Ana Blvd Ste 200	Santa Ana	CA	92701-3900
Santa Clara Valley Blind Center, Inc.	jarvidson@visionbeyondsight.org	408-295-4016	101 N Bascom Ave	San Jose	CA	95128-1805
SASSFA Worksource Center	jcapp@sasfa.org	562-946-2237	10400 Pioneer Blvd Ste 9	Santa Fe Springs	CA	90670-3728
Sepulveda Vet Center	byron.rodriguez@va.gov	818-892-9227	9737 Haskell Ave	Sepulveda	CA	91343-2016
Shafter Department of Human Services - Career Services Center	reedl@co.kern.ca.us	661-746-8416	115 N Central Valley Hwy	Shafter	CA	93263-1961
Shasta County Veterans Services	ctraver@co.shasta.ca.us	(530) 225-5616	1855 Shasta St	Redding	CA	96001-0418
Shasta County Veterans Services	tpayne@co.shasta.ca.us	(530) 225-5616	1855 Shasta St	Redding	CA	96001-0418
Skyline College - San Bruno	williamse@smccd.edu	(650) 738-4100	3300 College Dr	San Bruno	CA	94066-1662
Soka University of America	ahoughton@soka.edu		1 University Dr	Aliso Viejo	CA	92656-8081
Solano Community College	Patricia.Young@solano.edu	(707) 864-7124	4000 Suisun Valley Rd	Fairfield	CA	94534-4017
Step Up Women's Network	national@sunw.org	213-382-9161	510 S Hewitt St	Los Angeles	CA	90013-2298
Student Veteran Organization - California State U..	va@csuchico.edu	530-898-5911	400 W 1st St	Chico	CA	95929-0001
The Women's Center - UCSD	women@ucsd.edu	858-822-0074	9500 Gilman Dr	La Jolla	CA	92093-5004
Trades Women, Inc.	meg@tradeswomen.org	510-891-8773	1433 Webster St	Oakland	CA	94612-3203
Tri Cities One Stop Career Center - Fremont	robert.mccockran@edd.ca.gov		39155 Liberty St Ste B200	Fremont	CA	94538-1516
Tulare Employment Connection One-Stop Center	chuck.gunsolus@cset.org	559-732-4194	115 E Tulare Ave	Tulare	CA	93274-4019
Tuolumne County Veterans Services	vsides@co.tuolumne.ca.us	209-533-6280	105 Hospital Rd	Sonora	CA	95370-5227
UCP of Stanislaus County	ichavez@ucpstan.org	(209) 577-2122	4265 Spyrus Way # 5	Modesto	CA	95356-8914
UCP of Stanislaus County	Isalazar@ucpstan.org	(209) 577-2122	4265 Spyrus Way # 5	Modesto	CA	95356-8914
University of the Pacific, Stockton Campus	wscrc@pacific.edu		3601 Pacific Ave	Stockton	CA	95211-0110
Ventura Vet Center	isaac.avendano@va.gov	805-585-1860	790 E Santa Clara St Ste 100	Ventura	CA	93001-2965
Verdugo Jobs Center	gwashingt@ci.glendale.ca.us	818-409-0476	1255 S Central Ave	Glendale	CA	91204-2529
Verdugo Jobs Center	leonard.johnson@edd.ca.gov	818-409-0474		Glendale	CA	91204-2529
Verdugo Jobs Center	njimenez@glendaleca.gov	818-409-0476		Glendale	CA	91204-2529
Vocational Rehabilitation - Auburn Branch	dluke@dor.ca.gov	530-823-4040	11641 Blocker Dr	Auburn	CA	95603-4660
Vocational Rehabilitation - Canoga Park	lpowe@dor.ca.gov	818-702-2895	6800 Owensmouth Ave	Canoga Park	CA	91303-3159
Vocational Rehabilitation - Ontario Branch	michael.locklear@dor.ca.gov	(909) 948-6050	3595 Inland Empire Blvd	Ontario	CA	91764-5920
Vocational Rehabilitation - Oxnard-Ventura Branch	ddonaghe@dor.ca.gov	805-385-2400	1701 Pacific Ave	Oxnard	CA	93033-2745
Vocational Rehabilitation - Red Bluff Branch	rmoutard@dor.ca.gov	530-529-4270	705 Pine St	Red Bluff	CA	96080-3743
Vocational Rehabilitation - Santa Clarita Branch	dgaudy@dor.ca.gov	661-799-1020	23838 Valencia Blvd	Santa Clarita	CA	91355-5319
Vocational Rehabilitation - Thousand Oaks	jstuhr@dor.ca.gov	805-371-6279	101 Hodencamp Rd	Thousand Oaks	CA	91360-5836
Vocational Rehabilitation - Thousand Oaks	karen.swanson@dor.ca.gov	805-371-6279	101 Hodencamp Rd	Thousand Oaks	CA	91360-5836
Vocational Rehabilitation - Victorville Branch	anila@dor.ca.gov	760-243-6024	15415 W Sand St	Victorville	CA	92392-2915
West Point Association of Graduates	scott.leishman@wpaog.org	(845) 446-1654	698 Mills Road	West Point	NY	10996
Wilshire - Metro WorkSource Center (Community Career Development, Inc.)	lcox@communitycareer.org		3550 Wilshire Blvd	Los Angeles	CA	90010-2401
Wounded Warrior	Cloftland@woundedwarriorproject.org	619-981-9644	8880 Rio San Diego Dr Ste 1095	San Diego	CA	92108-1645
WTS-Women's Transportation Seminar-Inland Empire Chapter	mchavez@epccconsultants.com	310-479-7100	Po Box 904	Riverside	CA	92502-0904
YWCA Watsonville	Imendoza@ywcawatsonville.org	831-724-6078	340 E Beach St	Watsonville	CA	95076-4838

# 2021 FCC Source Evaluation Report

FCC Unit: 13524 Central California

Source	Applicant Count	Interview Count	Hire Count
Brazen	1	1	1
Campaign - Indeed	2	2	2
Direct Sourcing - ATS	24	24	22
Direct Sourcing - Indeed	6	6	5
Direct Sourcing - LinkedIn	1	1	1
Direct Sourcing - Other	1	1	1
Former Employee - Rehire	3	3	2
Internal - Internal Hire	8	8	1
Internet - Craigslist.com	1	1	1
Internet - Facebook.com	1	1	1
Internet - Indeed	84	82	54
Internet - LinkedIn	1	1	0
Internet - Ziprecruiter	1	1	0
Job Fair - Internal	1	1	0
Referral - Employee Referral	19	19	15
Website - External Career Site	1218	207	13
<b>Total</b>	<b>1372</b>	<b>359</b>	<b>119</b>

## 2021 FCC Source Report

### FCC Unit: 13524 Central California

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
270376BR	Store Associate	Internet - Indeed	2	2	2
		Website - External Career Site	20	4	0
270379BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Internet - Indeed	1	1	0
		Website - External Career Site	44	3	0
271046BR	Account Executive	Website - External Career Site	43	8	1
271427BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	3	1	0
271428BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	17	4	1
271431BR	Direct Sales Rep	Internet - Craigslist.com	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	12	4	0
271523BR	Store Associate - PT	Former Employee - Rehire	1	1	1
		Website - External Career Site	1	0	0
271575BR	Field Technician II	Direct Sourcing - ATS	3	3	2
		Website - External Career Site	21	3	0
271967BR	Direct Sales Rep	Brazen	1	1	1
		Campaign - Indeed	1	1	1
		Website - External Career Site	21	17	0
272241BR	Direct Sales Rep	Internet - Indeed	2	2	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	19	6	0
272268BR	Direct Sales Rep	Direct Sourcing - Other	1	1	1
		Website - External Career Site	8	2	0
272269BR	Sup, Direct Sales	Internet - Indeed	1	1	1
		Website - External Career Site	12	2	0
272288BR	Store Associate	Internet - Indeed	2	2	1
		Website - External Career Site	27	2	0
272362BR	Warehouse Technician Nonexempt	Website - External Career Site	9	3	1
272437BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	14	6	0
272805BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	6	2	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272973BR	Direct Sales Rep	Internet - Indeed	2	2	0
		Internet - LinkedIn	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	28	15	0
273034BR	Direct Sales Rep	Internet - Indeed	2	2	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	8	3	0
273121BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	12	0	0
273256BR	Field Technician II	Direct Sourcing - ATS	2	2	2
		Website - External Career Site	8	2	0
273313BR	Account Executive	Internet - Indeed	1	1	1
		Website - External Career Site	11	1	0
273667BR	Field Technician II	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	31	7	0
273669BR	Field Technician II	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	15	5	0
273701BR	Direct Sales Rep	Internet - Indeed	5	5	3
		Website - External Career Site	23	7	0
273702BR	Direct Sales Rep	Former Employee - Rehire	1	1	0
		Internet - Indeed	6	6	3
		Referral - Employee Referral	2	2	1
		Website - External Career Site	35	13	0
273702BR-1	Direct Sales Rep	Website - External Career Site	44	22	1
273942BR	Store Associate	Website - External Career Site	23	4	1
273980BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	11	0	0
274431BR	Field Technician II	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	24	8	0
274626BR	EAE - Generalist	Former Employee - Rehire	1	1	1
		Website - External Career Site	16	1	0
274887BR	Account Executive	Internet - Indeed	1	1	1
		Website - External Career Site	13	4	0
274935BR	Store Associate	Internet - Facebook.com	1	1	1
		Website - External Career Site	5	1	1
274979BR	Direct Sales Rep	Internet - Indeed	2	2	2
		Website - External Career Site	11	5	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
274981BR	Direct Sales Rep	Internet - Indeed	3	3	3
		Internet - Ziprecruiter	1	1	0
		Referral - Employee Referral	1	1	0
		Website - External Career Site	16	7	1
274984BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	7	2	0
275480BR	Store Associate	Website - External Career Site	9	2	1
275849BR	Sup, Field Operations	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	16	12	0
275967BR	Direct Sales Rep	Internet - Indeed	3	3	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	12	6	0
276001BR	Store Associate	Internal - Internal Hire	1	1	0
		Internet - Indeed	2	2	1
		Website - External Career Site	3	1	0
276179BR	Construction Coordinator I	Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	12	6	0
276182BR	Field Technician V Nonexempt	Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	15	7	0
276284BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	9	1	0
276296BR	Store Associate	Website - External Career Site	14	1	1
276417BR	Store Associate	Internet - Indeed	2	2	2
		Website - External Career Site	17	3	0
276419BR	Asst Mgr, Store	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	10	1	0
276435BR	Direct Sales Rep	Internet - Indeed	9	9	4
		Website - External Career Site	14	5	0
276481BR	Field Technician II	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	9	5	0
276483BR	Field Technician II	Direct Sourcing - ATS	3	3	2
		Internal - Internal Hire	1	1	1
		Website - External Career Site	51	5	0
276622BR	Store Associate	Internal - Internal Hire	1	1	0
		Internet - Indeed	3	3	0
		Website - External Career Site	18	4	2
277243BR	Field Technician II	Direct Sourcing - ATS	2	2	2
		Website - External Career Site	11	4	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
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Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
277259BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	2	1	0
277284BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	4	1	0
277289BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Website - External Career Site	6	1	0
277629BR	Maintenance Technician I Nonexempt	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	29	9	0
277665BR	Store Associate - PT	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	3	0	0
278011BR	Direct Sales Rep	Direct Sourcing - Indeed	3	3	2
		Job Fair - Internal	1	1	0
		Website - External Career Site	4	3	0
278033BR	Store Associate	Internet - Indeed	3	3	3
		Website - External Career Site	25	2	0
278079BR	Store Associate	Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	5	1	0
278215BR	Mgr, Local Sales	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	25	10	0
278225BR	Field Technician II	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	25	4	0
278258BR	Direct Sales Rep	Internet - Indeed	3	3	2
		Website - External Career Site	18	15	0
278496BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	10	2	0
278603BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	14	2	0
278996BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	13	1	0
279037BR	Direct Sales Rep	Internet - Indeed	3	3	2
		Website - External Career Site	15	12	1
279641BR	Field Technician II	Direct Sourcing - ATS	2	2	2
		Website - External Career Site	9	3	0
279769BR	Account Executive	Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	13	4	0
279820BR	Field Technician II	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	60	7	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
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Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
279850BR	Direct Sales Rep	Internet - Indeed	9	9	3
		Referral - Employee Referral	2	2	1
		Website - External Career Site	20	4	0
279858BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	5	1	0
279939BR	Direct Sales Rep	Internet - Indeed	1	1	1
		Website - External Career Site	6	2	0
280450BR	Store Associate	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
		Website - External Career Site	12	2	0
280652BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	6	0	0
281406BR	Field Technician II	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	7	2	0
281553BR	Multi-Tenant Sales Rep	Campaign - Indeed	1	1	1
		Website - External Career Site	1	0	0
281792BR	Account Executive	Internet - Indeed	1	1	1
		Website - External Career Site	6	2	0
281833BR	Account Executive	Internet - Indeed	1	1	1
		Website - External Career Site	13	4	0
281850BR	Direct Sales Rep	Website - External Career Site	4	2	1
281923BR	Store Associate - PT	Internet - Indeed	1	1	1
		Website - External Career Site	2	0	0
281930BR	Store Associate - PT	Internet - Indeed	1	1	1
		Website - External Career Site	18	2	0