| Title & Source Site              | Interview | Hires |
|----------------------------------|-----------|-------|
| Area Mgr Envir Health & Safety   | 4         | 0     |
| Indeed Organic                   | 3         | 0     |
| Monster                          | 1         | 0     |
| Area Mgr Ntwk Process & Quality  | 4         | 0     |
| Not Disclosed                    | 4         | 0     |
| Assistant (General Management)   | 6         | 1     |
| Not Disclosed                    | 6         | 1     |
| Assoc Dir Procurement Consulting | 21        | 0     |
| glassdoor                        | 1         | 0     |
| indeed                           | 4         | C     |
| Indeed Organic                   | 2         | C     |
| LinkedIn                         | 2         | C     |
| Talent Network Newsletter        | 2         | C     |
| Tweetmyjobs                      | 1         | 0     |
| Not Disclosed                    | 9         | 0     |
| Assoc Inventory Administrator    | 2         | 1     |
| Not Disclosed                    | 2         | 1     |
| Assoc Tech Network Services      | 3         | 1     |
| Monster                          | 1         | C     |
| Not Disclosed                    | 2         | 1     |
| Associate Director eCommerce     | 1         | 0     |
| Not Disclosed                    | 1         | 0     |
| Associate Director-Technology    | 5         | 0     |
| glassdoor                        | 1         | C     |
| Indeed Organic                   | 2         | C     |
| Not Disclosed                    | 2         | C     |
| Associate-Applications Developer | 235       | 46    |
| glassdoor                        | 1         | 0     |
| indeed                           | 1         | C     |
| Monster                          | 1         | C     |
| Not Disclosed                    | 232       | 46    |
| Associate-Business Mgmt          | 34        | 11    |
| glassdoor                        | 1         | 1     |
| google                           | 1         | 1     |
| Not Disclosed                    | 32        | 9     |
| Associate-Network Control        | 2         | 2     |
| Not Disclosed                    | 2         | 2     |
| ASST, WAREHOUSE                  | 25        | 6     |
| google                           | 1         | C     |
| indeed                           | 2         | C     |
| Indeed Organic                   | 1         | C     |
| jobs2careers                     | 1         | C     |

| LinkedIn                               | 1   |    |
|--|-----|----|
| Monster                                | 5   |    |
| vhcl.co                                | 1   | C  |
| Not Disclosed                          | 13  |    |
| AT&T Facility Technician               | 27  | 6  |
| Email Center                           | 1   | C  |
| Monster                                | 2   | C  |
| rocketfuel                             | 1   | С  |
| Technician TA                          | 1   | C  |
| Not Disclosed                          | 22  | 6  |
| AT&T Field Service Representative      | 28  | 3  |
| Email Center                           | 4   | C  |
| Glassdoor (SEM)                        | 1   | C  |
| indeed                                 | 1   | C  |
| Indeed Organic                         | 3   | C  |
| jobs2careers                           | 1   | C  |
| Monster                                | 3   | С  |
| Programmatic                           | 1   | С  |
| Talent Network Newsletter              | 1   | 1  |
| Not Disclosed                          | 13  | 2  |
| AT&T Office Assistant                  | 20  | 14 |
| Indeed Organic                         | 2   | 0  |
| Not Disclosed                          | 18  | 14 |
| ATO Development Coach                  | 4   | C  |
| Monster Not Disclosed                  | 1 3 | 0  |
| Attsco Exempt Job                      | 9   |    |
| Glassdoor (SEM)                        | 1   |    |
| Monster                                | 1   |    |
| Not Disclosed                          | 7   | C  |
| Attsco Non Exempt Job                  | 13  |    |
| Email Center                           | 1   | C  |
| indeed                                 | 1   | C  |
| Indeed Organic                         | 1   | С  |
| Not Disclosed                          | 10  | 2  |
| Automotive Equipment Technician - IBEW | 3   | C  |
| Not Disclosed                          | 3   | C  |
| AVP Consumer Door To Door              | 1   | 1  |
| Not Disclosed                          | 1   | 1  |
| AVP Product Marketing Mgmt             | 1   | 1  |
| glassdoor                              | 1   | 1  |
| AVP Technology                         | 2   | 1  |
| glassdoor                              | 1   | 1  |
| Not Disclosed                          | 1   | С  |
| AVP User Experience                    | 3   |    |
| LinkedIn                               | 1   | (  |
| Not Disclosed                          | 2   | C  |

| Business Operation Analyst            | 1   | 1  |
|---------------------------------------|-----|----|
| Not Disclosed                         | 1   | 1  |
| Cellsite Technician [IBEW-MOB]        | 13  | 0  |
| craigslist                            | 1   | 0  |
| indeed                                | 3   | 0  |
| Indeed Organic                        | 2   | 0  |
| Talent Network Newsletter             | 1   | 0  |
| Technician TA                         | 1   | 0  |
| TelecomCareers                        | 1   | 0  |
| Not Disclosed                         | 4   | 0  |
| Communications Tch Toll [IBEW-T-Core] | 18  | 1  |
| Email Center                          | 2   | 0  |
| google                                | 2   | 0  |
| indeed                                | 2   | 0  |
| Indeed Organic                        | 1   | 0  |
| Talent Network Newsletter             | 1   | 0  |
| Not Disclosed                         | 10  | 1  |
| Communications Technician [CWA-PR]    | 6   | 1  |
| Indeed Organic                        | 2   | 0  |
| Not Disclosed                         | 4   | 1  |
| Communications Technician TECH        | 1   | 0  |
| Not Disclosed                         | 1   | 0  |
| Coordinator 2 [CWA-MOB]               | 48  | 2  |
| Beyond                                | 1   | 0  |
| bing                                  | 2   | 0  |
| BSLDP Classideer (SEM)                | 1   | 0  |
| Glassdoor (SEM)                       | 1   | 0  |
| google<br>indeed                      | 4   | 0  |
| Indeed Organic                        | 4   | 0  |
|                                       | 7   |    |
| Monster<br>Remarketing                | 1   | 0  |
| rocketfuel                            | 2   | 0  |
| Talent Network Newsletter             | 2   | 0  |
| Not Disclosed                         | 22  | 1  |
| CSDG Assembler                        | 23  | 6  |
| bing                                  | 1   | 0  |
| Glassdoor (SEM)                       | 1   | 0  |
| google                                | 1   | 0  |
| indeed                                | 1   | 0  |
| Indeed Organic                        | 1   | 0  |
| Talent Network Newsletter             | 1   | 0  |
| Not Disclosed                         | 17  | 6  |
| CSR 2                                 | 105 | 70 |
| Billboard                             | 1   | 0  |
| Career Section                        | 3   | 1  |
| Contacted by DIRECTV                  | 2   | 2  |

| craigslist  | 2    | 2   |
|---|------|-----|
| directv.com                                       | 1    | 1   |
| Facebook  | 1    | 1   |
|   | 6    | 5   |
| Former Employee Give 'Other' Explanation          | 1    | 1   |
| Give 'Referral' Explanation                       | 39   | 27  |
|   | 8    |     |
| Hiring Event indeed                               | 11   | 5   |
| Jobing.com  | 1    | 6   |
| Missoula Job Service                              | 5    | 3   |
| Monster   | 5    | 1   |
| Newspaper (print only)                            | 3    | 3   |
| Newspaper (print only)  Newspaper- Print & Online | 2    | 2   |
| Online Banner Ad                                  | 1    | 1   |
| Other   | 1    | 0   |
| Simply Hired                                      | 1    | 1   |
| TV  | 1    | 1   |
| Word of Mouth                                     | 10   | 7   |
| Customer Assistant - Natl Internet Svcs           | 1201 | 246 |
| bing  | 8    | 0   |
| Call Center TA                                    | 41   | 0   |
| Careerbuilder                                     | 2    | 0   |
| craigslist  | 5    | 0   |
| Direct Employers                                  | 6    | 0   |
| glassdoor   | 1    | 0   |
| Glassdoor (SEM)                                   | 9    | 0   |
| google  | 9    | 0   |
| indeed  | 217  | 0   |
| Indeed Organic                                    | 97   | 0   |
| jobs2careers                                      | 2    | 0   |
| LinkedIn  | 2    | 0   |
| Monster   | 38   | 0   |
| Remarketing                                       | 6    | 0   |
| SnagAJob  | 3    | 0   |
| taboola   | 1    | 0   |
| Talent Network Newsletter                         | 3    | 0   |
| TalentBrew  | 2    | 0   |
| Not Disclosed                                     | 749  | 246 |
| Customer Care Associate                           | 1875 | 375 |
| Beyond  | 3    | 0   |
| bing  | 6    | 0   |
| Call Center National Talent Attraction            | 12   | 0   |
| Call Center TA                                    | 53   | 0   |
| Careerbuilder                                     | 11   | 0   |
| craigslist  | 61   | 0   |
| Email Center                                      | 3    | 0   |
| Email Center TA                                   | 6    | 0   |

| Facebook (SEM)   | 3                 | 0                |
|--|-------------------|------------------|
| glassdoor  | 2                 | 0                |
| Glassdoor (SEM)  | 3                 | 0                |
| google   | 7                 | 0                |
| indeed   | 149               | 0                |
| Indeed Organic   | 105               | 0                |
| jobs2careers   | 9                 | 0                |
| LinkedIn   | 1                 | 0                |
| Monster  | 25                | 0                |
| Part-Time Retail TA  | 1                 | 0                |
| Programmatic   | 3                 | 0                |
| Remarketing  | 8                 | 0                |
| rocketfuel   | 3                 | 0                |
| SnagAJob   | 2                 | 0                |
| Talent Network Newsletter                                    | 3                 | 0                |
| TalentBrew   | 1                 | 0                |
| Technician TA  | 5                 | 0                |
| Traditional Media Boise                                      | 4                 | 0                |
| Tweetmyjobs  | 4                 | 0                |
| vhcl.co  | 9                 | 0                |
| ziprecruiter   | 3                 | 0                |
| Not Disclosed  | 1370              | 375              |
| Customer Care Specialist [NMNU-GLOBAL]                       | 121               | 19               |
| Call Center TA   | 2                 | 0                |
| Email Center   | 1                 | 0                |
| glassdoor  | 2                 | 0                |
| Glassdoor (SEM)  | 1                 | 0                |
| indeed   | 33                | 0                |
| Indeed Organic   | 22                | 0                |
| Monster  | 1                 | 0                |
| Remarketing  | 3                 | 0                |
| Talent Network Newsletter                                    | 1                 | 0                |
| Not Disclosed  Customer Service Representative 1 [CWA06-MOB] | 55<br><b>2311</b> | 19<br><b>369</b> |
|  | 6                 | 0                |
| appcast<br>Beyond  | 5                 | 0                |
| bing   | 14                | 0                |
| Call Center National Talent Attraction                       | 19                | 1                |
| Call Center TA   | 85                | 0                |
| Careerbuilder  | 4                 | 0                |
| craigslist   | 32                | 0                |
| Direct Employers   | 6                 | 0                |
| Email Center   | 7                 | 0                |
| Email Center TA  | 6                 | 0                |
| Employee Referral Vanity URL                                 | 1                 | 0                |
| glassdoor  | 8                 | 0                |
| Glassdoor (SEM)  | 5                 | 0                |

| google  | 1 22       |     |
|---|------------|-----|
| google  | 23         | 0   |
| Indeed Organic                                | 114        | 0   |
| Indeed Organic jobs2careers                   | 25         | 0   |
| Monster                                       |            | 0   |
|   | 58         | 0   |
| Part-Time Retail TA                           | 1          | 0   |
| Programmatic                                  | 11         | 0   |
| Remarketing Retail TA                         | 7          | 0   |
| rocketfuel                                    | 2          | 0   |
|   | 3          | 0   |
| SnagAJob Talent Network Newsletter            | 3 7        | 0   |
| Talent Network Newsletter TalentBrew          |            | 0   |
| Technician TA                                 | 3          | 0   |
|   | 1          | 0   |
| Traditional Media Austin                      | 2          | 0   |
| Tweetmyjobs                                   | 1          | 0   |
| ziprecruiter                                  | 23         | 360 |
| Not Disclosed                                 | 1606       | 368 |
| Customer Service Representative I [CWA03-MOB] | 2986       | 583 |
| appcast                                       | 3          | 0   |
| Beyond  | 6          | 0   |
| bing  | 11         | 0   |
| Call Center National Talent Attraction        | 2          | 0   |
| Call Center TA                                | 53         | 0   |
| Careerbuilder                                 | 12         | 0   |
| craigslist                                    | 33         | 0   |
| Direct Employers                              | 6          | 0   |
| Email Center                                  | 3          | 0   |
| Facebook (SEM)                                | 2          | 0   |
| glassdoor                                     | 9          | 0   |
| Glassdoor (SEM)                               | 18         | 0   |
| google  | 24         | 0   |
| indeed  | 515<br>234 | 0   |
| Indeed Organic                                | 16         | 0   |
| jobs2careers LinkedIn                         |            | 0   |
|   | 1          | 0   |
| Monster                                       | 70         | 0   |
| Programmatic                                  | 1 8        | 0   |
| Remarketing                                   |            | 0   |
| rocketfuel                                    | 5          | 0   |
| SalesGravy                                    | 1 15       | 0   |
| SnagAJob Talent Network Newsletter            |            | 0   |
| Talent Network Newsletter                     | 8          | 0   |
| TalentBrew                                    | 6          | 0   |
| Traditional Media Ocala                       | 1          | 0   |
| Tweetmyjobs                                   | 2          | 0   |
| vhcl.co                                       | 1          | 0   |

| ziprecruiter                                | 9    | 0   |
|---|------|-----|
| Not Disclosed                               | 1911 | 583 |
| Customer Service Representative I [CWA-MOB] | 1518 | 263 |
| appcast                                     | 1    | 0   |
| Beyond                                      | 3    | 0   |
| bing  | 14   | 0   |
| Call Center TA                              | 70   | 0   |
| Careerbuilder                               | 3    | 0   |
| craigslist                                  | 16   | 0   |
| Direct Employers                            | 5    | 0   |
| Email Center                                | 4    | 0   |
| Email Center TA                             | 3    | 0   |
| Facebook (SEM)                              | 1    | 0   |
| glassdoor                                   | 6    | 0   |
| Glassdoor (SEM)                             | 5    | 0   |
| google                                      | 14   | 0   |
| indeed                                      | 179  | 0   |
| Indeed Organic                              | 97   | 0   |
| jobs2careers LinkedIn                       | 9    | 0   |
| Monster                                     | 46   | 0   |
| Programmatic                                | 2    | 0   |
| Remarketing                                 | 7    | 0   |
| Retail TA                                   | 1    | 0   |
| rocketfuel                                  | 4    | 0   |
| SnagAJob                                    | 14   | 0   |
| Talent Network Newsletter                   | 4    | 0   |
| TalentBrew                                  | 2    | 0   |
| Technician TA                               | 2    | 0   |
| Tweetmyjobs                                 | 4    | 0   |
| vhcl.co                                     | 2    | 0   |
| ziprecruiter                                | 7    | 0   |
| Not Disclosed                               | 991  | 263 |
| Customer Services Specialist (Construction) | 241  | 46  |
| bing  | 3    | 0   |
| Careerbuilder                               | 1    | 0   |
| craigslist                                  | 1    | 0   |
| Direct Employers                            | 1    | 0   |
| Email Center                                | 3    | 0   |
| glassdoor                                   | 3    | 0   |
| Glassdoor (SEM)                             | 3    | 0   |
| google                                      | 4    | 0   |
| indeed                                      | 4    | 0   |
| Indeed Organic                              | 6    | 0   |
| Local Job Network                           | 3    | 0   |
| Monster                                     | 8    | 0   |
| Talent Network Newsletter                   | 2    | 0   |

| TalentBrew                              | 1    | 0  |
|---|------|----|
| Technician TA                           | 19   | 0  |
| vhcl.co                                 | 2    | 0  |
| ziprecruiter                            | 1    | 0  |
| Not Disclosed                           | 176  | 46 |
| Customer Support Specialist [CWA06-MOB] | 354  | 56 |
| bing                                    | 1    | 0  |
| Call Center National Talent Attraction  | 2    | 0  |
| Call Center TA                          | 15   | 0  |
| Careerbuilder                           | 2    | 0  |
| craigslist                              | 6    | 0  |
| Direct Employers                        | 2    | 0  |
| Email Center                            | 2    | 0  |
| Email Center TA                         | 14   | 0  |
| glassdoor                               | 3    | 0  |
| Glassdoor (SEM)                         | 3    | 0  |
| google indeed                           | 3 41 | 0  |
| Indeed Organic                          | 23   | 0  |
| Monster                                 | 8    | 0  |
| Programmatic                            | 1    | 0  |
| Remarketing                             | 2    | 0  |
| SnagAJob                                | 3    | 0  |
| Talent Network Newsletter               | 2    | 0  |
| TalentBrew                              | 2    | 0  |
| vhcl.co                                 | 1    | 0  |
| ziprecruiter                            | 2    | 0  |
| Not Disclosed                           | 216  | 56 |
| Customer Support Specialist [CWA-MOB]   | 568  | 95 |
| appcast                                 | 2    | 0  |
| bing                                    | 3    | 0  |
| Call Center National Talent Attraction  | 10   | 0  |
| Careerbuilder                           | 2    | 0  |
| craigslist                              | 12   | 0  |
| Email Center                            | 2    | 0  |
| glassdoor                               | 1    | 0  |
| Glassdoor (SEM)                         | 4    | 0  |
| google                                  | 1    | 0  |
| indeed                                  | 114  | 0  |
| Indeed Organic                          | 39   | 0  |
| jobs2careers                            | 5    | 0  |
| Monster                                 | 14   | 0  |
| Remarketing                             | 2    | 0  |
| rocketfuel                              | 3    | 0  |
| SnagAJob Talant Nativark Naviglettar    | 2    | 0  |
| Talent Network Newsletter               | 3    | 0  |
| TalentBrew                              | 1    | 0  |

| Tweetmyjobs                                 | 2   | 0  |
|---|-----|----|
| vhcl.co                                     | 2   | 0  |
| ziprecruiter                                | 4   | 0  |
| Not Disclosed                               | 340 | 95 |
| Digital Technician - Green                  | 1   | 0  |
| Not Disclosed                               | 1   | 0  |
| Director Member Tech Staff                  | 1   | 1  |
| Not Disclosed                               | 1   | 1  |
| Director User Experience                    | 3   | 1  |
| LinkedIn                                    | 1   | 0  |
| Programmatic                                | 1   | 1  |
| Not Disclosed                               | 1   | 0  |
| Director-Online Marketing                   | 4   | 0  |
| Indeed Organic                              | 3   | 0  |
| Tweetmyjobs                                 | 1   | 0  |
| Dispatcher - Natl Internet Svcs             | 6   | 2  |
| bing  | 1   | 1  |
| Indeed Organic                              | 1   | 1  |
| Not Disclosed                               | 4   | 0  |
| Distribution Center Coordinator [CWA03-MOB] | 97  | 2  |
| Beyond                                      | 1   | 0  |
| bing  | 1   | 0  |
| Email Center                                | 1   | 0  |
| google                                      | 2   | 0  |
| indeed                                      | 10  | 0  |
| Indeed Organic                              | 21  | 0  |
| jobs2careers                                | 1   | 0  |
| Monster                                     | 4   | 0  |
| rocketfuel                                  | 5   | 0  |
| Technician TA                               | 1   | 0  |
| twitter                                     | 1   | 0  |
| Not Disclosed                               | 49  | 2  |
| Field Operations Technician (OCCP-West)     | 8   | 6  |
| Indeed Organic                              | 1   | 1  |
| jobs2careers                                | 1   | 0  |
| Not Disclosed                               | 6   | 5  |
| FIELD SVC REPRESENTATIVE [NMNU-GLOBAL]      | 14  | 0  |
| bing  | 1   | 0  |
| Direct Employers                            | 1   | 0  |
| google                                      | 2   | 0  |
| Indeed Organic                              | 1   | 0  |
| LinkedIn                                    | 1   | 0  |
| Talent Network Newsletter                   | 1   | 0  |
| Not Disclosed                               | 7   | 0  |
| Fld Operations Technician [NMNU-GLOBAL]     | 47  | 0  |
| glassdoor                                   | 1   | 0  |
| indeed                                      | 2   | 0  |

| Indeed Organic                           | 15  | 0   |
|--|-----|-----|
| Monster                                  | 1   | 0   |
| Remarketing                              | 2   | 0   |
| SnagAJob                                 | 1   | 0   |
| Talent Network Newsletter                | 3   | 0   |
| Technician TA                            | 1   | 0   |
| Not Disclosed                            | 21  | 0   |
| IDC Technical Specialist                 | 28  | 2   |
| appcast                                  | 1   | 0   |
| craigslist                               | 1   | 0   |
| Email Center                             |     | 0   |
| glassdoor                                | 3   |     |
| google                                   | 1   | 0   |
| indeed                                   | 1   | 0   |
| jobs2careers                             | 1   | 0   |
| Monster                                  | 2   | 0   |
| rocketfuel                               | 1   | 0   |
| Not Disclosed                            | 16  |     |
| Information Systems Technician [CWA-MOB] | 10  | 1   |
| Not Disclosed                            | 1   | 1   |
| Installation Technician                  | 625 | 164 |
| Beyond                                   |     |     |
|  | 2   | 0   |
| bing Call Center TA                      | 2   | 1   |
|  | 7   | 0   |
| craigslist D2D TA                        | 7   | 1   |
| Direct Employers                         | 13  | _   |
| Email Center                             | 2   | 0   |
| Email Center TA                          | 1   | 0   |
| glassdoor                                | 9   |     |
| Glassdoor (SEM)                          | 3   |     |
|  | 3   |     |
| google indeed                            | 35  |     |
| Indeed Organic                           | 30  |     |
| ·  | 8   |     |
| jobs2careers LinkedIn                    |     |     |
|  | 1   | 0   |
| Monster                                  | 41  | 8   |
| Programmatic                             |     |     |
| Remarketing                              | 3   |     |
| SnagAJob                                 | 4   |     |
| TalentBrew                               | 1   | 1   |
| Technician National Talent Attraction    | 1   | 0   |
| Technician TA                            | 24  |     |
| vhcl.co                                  | 1   | _   |
| ziprecruiter                             | 1   | 0   |
| Not Disclosed                            | 429 |     |
| INSTALLER                                | 23  | 6   |

| indeed                                     | 5   | 1  |
|--|-----|----|
| Indeed Organic                             | 1   | 0  |
| jobs2careers                               | 1   | 0  |
| SnagAJob                                   | 1   | 1  |
| Technician TA                              | 1   | 0  |
| Not Disclosed                              | 14  | 4  |
| Inventory Specialist                       | 1   | 1  |
| Not Disclosed                              | 1   | 1  |
| Lead Channel Manager                       | 2   | 1  |
| google                                     | 1   | 0  |
| Indeed Organic                             | 1   | 1  |
| Lead Content Strategist                    | 1   | 1  |
| Not Disclosed                              | 1   | 1  |
| Lead Logistics Analyst                     | 2   | 1  |
| Not Disclosed                              | 2   | 1  |
| Lead Manager eCommerce                     | 3   | 1  |
| Not Disclosed                              | 3   | 1  |
| Lead Online Marketing Manager              | 9   | 1  |
| Indeed Organic                             | 2   | 0  |
| Monster                                    | 2   | 0  |
| Not Disclosed                              | 5   | 1  |
| Lead Product Marketing Mgr                 | 1   | 0  |
| Not Disclosed                              | 1   | 0  |
| Lead Purchasing Specialist                 | 1   | 1  |
| Not Disclosed                              | 1   | 1  |
| Lead Transportation Analyst                | 9   | 3  |
| Indeed Organic                             | 1   | 0  |
| Not Disclosed                              | 8   | 3  |
| Lead UX Designer                           | 10  | 3  |
| glassdoor                                  | 1   | 1  |
| Indeed Organic                             | 1   | 0  |
| LinkedIn                                   | 1   | 0  |
| Not Disclosed                              | 7   | 2  |
| Lead-System Architect                      | 2   | 2  |
| Not Disclosed                              | 2   | 2  |
| Leveraged Service Representative [B-CWA06] | 662 | 96 |
| bing                                       | 8   | 0  |
| Call Center TA                             | 28  | 0  |
| Careerbuilder                              | 4   | 0  |
| Direct Employers                           | 1   | 0  |
| Email Center                               | 10  | 0  |
| glassdoor                                  | 7   | 0  |
| Glassdoor (SEM)                            | 6   | 0  |
| google                                     | 15  | 0  |
| indeed                                     | 90  | 0  |
| Indeed Organic                             | 40  | 0  |
| jobs2careers                               | 3   | 0  |

| Monster                                  | 11   | 0   |
|--|------|-----|
| Programmatic                             | 1    | 0   |
| Remarketing                              | 1    | 0   |
| Retail TA                                | - 4  | 0   |
| rocketfuel                               | 4    | 0   |
| SnagAJob                                 | 1    | 0   |
| Talent Network Newsletter                | 2    | 0   |
| TalentBrew                               | 1    | 0   |
| ziprecruiter                             | 1    | 0   |
| Not Disclosed                            | 424  | 96  |
| Machine Operator [CWA03-UO]              | 2763 | 181 |
| appcast                                  | 6    | 0   |
| Beyond                                   | 4    | 0   |
| bing                                     | 78   | 8   |
| Call Center TA                           | 18   | 0   |
| Careerbuilder                            | 7    | 1   |
| craigslist                               | 2    | 0   |
| Direct Employers                         | 34   | 5   |
| DisABLEDperson                           | 1    | 0   |
| Email Center                             | 42   | 6   |
| Email Center TA                          | 1 3  | 0   |
| Employee Referral Vanity URL glassdoor   | 56   | 0   |
| Glassdoor (SEM)                          | 35   | 1   |
| google                                   | 163  | 19  |
| indeed                                   | 384  | 16  |
| Indeed Organic                           | 241  | 5   |
| jobs2careers                             | 24   | 1   |
| Monster                                  | 112  | 4   |
| Programmatic                             | 2    | 0   |
| Remarketing                              | 21   | 0   |
| Retail National Talent Attraction        | 1    | 0   |
| rocketfuel                               | 12   | 1   |
| SnagAJob                                 | 6    | 0   |
| taboola                                  | 14   | 0   |
| Talent Network Newsletter                | 35   | 1   |
| TalentBrew                               | 2    | 0   |
| Technician TA                            | 13   | 0   |
| TelecomCareers                           | 3    | 0   |
| Tweetmyjobs                              | 9    | 0   |
| WUXP MY30                                | 1    | 0   |
| ziprecruiter                             | 6    | 0   |
| Not Disclosed                            | 1427 | 113 |
| Manager Customer Appeals  Not Disclosed  | 1    | 1   |
|  | 1    | 1   |
| Mgr Construction & Engrg+  Not Disclosed | 2    | 0   |
| ואטנ הוצכותצבת                           |      | U   |

| Mgr OSP Plng & Design++                          | 13   | 0   |
|--|------|-----|
| Indeed Organic                                   | 3    | 0   |
| Monster  | 1    | 0   |
| Not Disclosed                                    | 9    | 0   |
| Mgr OSP Plng & Engrg Design+                     | 21   | 1   |
| bing   | 1    | 0   |
| glassdoor  | 2    | 0   |
| indeed   | 1    | 0   |
| Indeed Organic                                   | 1    | 0   |
| Monster  | 1    | 0   |
| Technician TA                                    | 1    | 0   |
| TelecomCareers                                   | 1    | 0   |
| Not Disclosed                                    | 13   | 1   |
| Network Infrastructure Technician [CWA03-PR-MOB] | 2    | 1   |
| Not Disclosed                                    | 2    | 1   |
| Network Support Administrator                    | 55   | 5   |
| Beyond   | 1    | 0   |
| glassdoor  | 1    | 0   |
| Glassdoor (SEM)                                  | 1    | 0   |
| indeed   | 3    | 0   |
| Indeed Organic                                   | 12   | 0   |
| jobs2careers                                     | 1    | 0   |
| LinkedIn   | 1    | 0   |
| Monster Technician TA                            | 11   | 0   |
| Not Disclosed                                    | 23   | 1   |
| Network Technical Specialist                     | 4    | 0   |
| Talent Network Newsletter                        | 1    | 0   |
| Not Disclosed                                    | 3    | 0   |
| Outside Plant Technician [CWA09]                 | 2688 | 333 |
| appcast  | 2    | 0   |
| Beyond   | 5    | 0   |
| bing   | 84   | 2   |
| Call Center TA                                   | 4    | 0   |
| Careerbuilder                                    | 5    | 0   |
| craigslist                                       | 18   | 0   |
| D2D TA   | 4    | 0   |
| Direct Employers                                 | 13   | 0   |
| Email Center                                     | 46   | 1   |
| Email Center TA                                  | 4    | 0   |
| Employee Referral Vanity URL                     | 2    | 0   |
| glassdoor  | 64   | 0   |
| Glassdoor (SEM)                                  | 8    | 1   |
| google   | 99   | 1   |
| indeed   | 89   | 2   |
| Indeed Organic                                   | 87   | 2   |
| jobs2careers                                     | 8    | 0   |

|  | .1   | =   |
|--|------|-----|
| LinkedIn                               | 1    | 0   |
| Monster                                | 120  | 1   |
| Part-Time Retail TA                    | 1    | 0   |
| Programmatic                           | 2    | 0   |
| Remarketing                            | 22   | 1   |
| Retail TA                              | 1    | 0   |
| rocketfuel                             | 26   | 0   |
| SnagAJob                               | 10   | 0   |
| taboola                                | 4    | 0   |
| Talent Network Newsletter              | 40   | 1   |
| Technician TA                          | 62   | C   |
| TelecomCareers                         | 3    | 0   |
| Tweetmyjobs                            | 5    | 0   |
| vhcl.co                                | 4    | 0   |
| ziprecruiter                           | 5    | 0   |
| Not Disclosed                          | 1840 | 321 |
| Premises Technician (Counties) [CWA09] | 138  | 20  |
| bing                                   | 6    | 1   |
| Direct Employers                       | 1    | 0   |
| Email Center                           | 5    | 0   |
| glassdoor                              | 4    | 0   |
| Glassdoor (SEM)                        | 1    | 0   |
| google                                 | 8    | 0   |
| indeed                                 | 10   | 0   |
| Indeed Organic                         | 6    | 0   |
| Monster                                | 5    | 0   |
| SFWeekly                               | 1    | C   |
| Talent Network Newsletter              | 3    | C   |
| Technician TA                          | 11   | C   |
| Tweetmyjobs                            | 1    | 0   |
| vhcl.co                                | 3    | 0   |
| Not Disclosed                          | 73   | 19  |
| Premises Technician [CWA06]            | 572  | 76  |
| appcast                                | 1    | 0   |
| bing                                   | 9    | 0   |
| Careerbuilder                          | 3    | C   |
| craigslist                             | 1    | C   |
| Direct Employers                       | 5    | C   |
| Email Center                           | 3    | C   |
| glassdoor                              | 7    | C   |
| google                                 | 20   | C   |
| indeed                                 | 61   | C   |
| Indeed Organic                         | 82   | C   |
| jobs2careers                           | 5    | C   |
| Monster                                | 14   | С   |
| Remarketing                            | 3    | C   |
| Retail TA                              | 1    | C   |

| rocketfuel                        | 4   | 0  |
|-----------------------------------|-----|----|
| SnagAJob                          | 2   | 0  |
| taboola                           | 2   | 0  |
| Talent Network Newsletter         | 3   | 0  |
| TalentBrew                        | 1   | 0  |
| Technician National Radio         | 1   | 0  |
| vhcl.co                           | 1   | 0  |
| ziprecruiter                      | 2   | 0  |
| Not Disclosed                     | 341 | 76 |
| Premises Technician [PT-T]        | 44  | 10 |
| appcast                           | 1   | 0  |
| bing                              | 1   | 0  |
| Direct Employers                  | 2   | 1  |
| google                            | 1   | 0  |
| indeed                            | 4   | 0  |
| Indeed Organic                    | 7   | 0  |
| Monster                           | 2   | 0  |
| Remarketing                       | 1   | 0  |
| Technician TA                     | 1   | 0  |
| Tweetmyjobs                       | 1   | 0  |
| ziprecruiter                      | 1   | 0  |
| Not Disclosed                     | 22  | 9  |
| Principal Member of Tech Staff    | 58  | 14 |
| bing                              | 1   | 1  |
| glassdoor                         | 3   | 1  |
| Glassdoor (SEM)                   | 2   | 0  |
| google                            | 3   | 0  |
| indeed                            | 4   | 0  |
| Indeed Organic                    | 2   | 0  |
| LinkedIn                          | 1   | 0  |
| Monster                           | 5   | 0  |
| Talent Network Newsletter         | 3   | 0  |
| vhcl.co                           | 1   | 0  |
| Not Disclosed                     | 33  | 12 |
| Principal Project Program Manager | 1   | 0  |
| Indeed Organic                    | 1   | 0  |
| Principal-Applications Developer  | 3   | 2  |
| Programmatic  Not Disclosed       | 1 2 | 1  |
| Principal-Big Data Engineer       | 6   | 1  |
| indeed                            | 1   | 0  |
| Remarketing                       | 1   | 1  |
| Not Disclosed                     | 4   | 0  |
| Principal-Big Data Software Eng   | 18  | 5  |
| glassdoor                         | 3   | 0  |
| indeed                            | 1   | 1  |
| Indeed Organic                    | 1   | 1  |
| macca Organic                     | 1   | 1  |

| 2                | 1   |
|------------------|---|
| 4                | 0   |
| 1                | 0   |
| 6                | 2   |
| 1                | 1   |
| 1                | 1   |
| 9                | 1   |
| 2                | 1   |
| 1                | 0   |
| 1                | 0   |
| 1                | 0   |
| 4                | 0   |
| 16               | 2   |
|                  | 0   |
| _                | 0   |
|                  | 0   |
|                  | 0   |
|                  | 0   |
| _                | 0   |
|                  | 2   |
|                  |   |
| _                | 1   |
| _                | 1   |
|                  | 2   |
|                  | 0   |
|                  | 1   |
|                  | 0   |
| _                | 0   |
| _                | 0   |
|                  | 1   |
|                  | 1   |
|                  | 1   |
| 12               | 2   |
| 2                | 0   |
|                  | 0   |
| 8                | 2   |
| 12               | 7   |
| 1                | 1   |
| 1                | 1   |
| 1                | 0   |
| 1                | 1   |
|                  |   |
| 8                | 4   |
| _                |   |
| 8                | 0   |
| 8                | 0   |
| 8 <b>1</b>       | 0   |
| 8<br>1<br>1<br>1 | 0<br>0<br>1                                     |
|                  | 4 1 1 6 1 1 1 1 9 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 |

| Talent Network Newsletter                | 1  | 0 |
|--|----|---|
| Not Disclosed                            | 2  | 2 |
| Procurement Consulting Analyst           | 43 | 0 |
| Beyond                                   | 1  | 0 |
| Direct Employers                         | 1  | 0 |
| Email Center                             | 1  | 0 |
| glassdoor                                | 3  | 0 |
| google                                   | 1  | 0 |
| Indeed Organic                           | 3  | 0 |
| Monster                                  | 6  | 0 |
| rocketfuel                               | 1  | 0 |
| Not Disclosed                            | 26 | 0 |
| Professional-Applications Developer      | 9  | 9 |
| google                                   | 1  | 1 |
| rocketfuel                               | 1  | 1 |
| Not Disclosed                            | 7  | 7 |
| Professional-Big Data Software Eng       | 17 | 5 |
| Indeed Organic                           | 2  | 1 |
| Not Disclosed                            | 15 | 4 |
| Professional-Business Mgmt               | 5  | 3 |
| glassdoor                                | 1  | 0 |
| Not Disclosed                            | 4  | 3 |
| Professional-Data Scientist              | 8  | 3 |
| glassdoor                                | 1  | 0 |
| indeed                                   | 1  | 1 |
| Indeed Organic                           | 1  | 0 |
| Monster                                  | 1  | 0 |
| Not Disclosed                            | 4  | 2 |
| Professional-Database Administration*    | 3  | 0 |
| Not Disclosed                            | 3  | 0 |
| Professional-Network Design Engineer+    | 2  | 2 |
| Not Disclosed                            | 2  | 2 |
| Professional-Network Planning Engineer+  | 2  | 2 |
| Not Disclosed                            | 2  | 2 |
| Professional-Network Support             | 3  | 3 |
| Not Disclosed                            | 3  | 3 |
| Professional-Quality Assurance           | 1  | 1 |
| Indeed Organic                           | 1  | 1 |
| Professional-RAN Engineer+               | 4  | 3 |
| Not Disclosed                            | 4  | 3 |
| Professional-Software Delivery Proj Mgmt | 3  | 2 |
| Not Disclosed                            | 3  | 2 |
| Professional-System Engineer             | 10 | 2 |
| Not Disclosed                            | 10 | 2 |
| Professional-Systems Administrator *     | 3  | 3 |
| Not Disclosed                            | 3  | 3 |
| Professional-Systems Administrator **    | 1  | 0 |

| Not Disclosed                                  | 1    | 0  |
|--|------|----|
| Professional-Tech Requirements Mgmt            | 8    | 2  |
| glassdoor                                      | 1    | 0  |
| indeed   | 1    | 0  |
| Indeed Organic                                 | 1    | 0  |
| Monster  | 1    | 0  |
| Not Disclosed                                  | 4    | 2  |
| Professional-Technical Process/Quality         | 4    | 0  |
| indeed   | 1    | 0  |
| Not Disclosed                                  | 3    | 0  |
| Professional-Technology Security               | 6    | 6  |
| Not Disclosed                                  | 6    | 6  |
| Representative I- Customer Care [CWA03-PR-MOB] | 52   | 17 |
| Indeed Organic                                 | 19   | 0  |
| Technician TA                                  | 1    | 0  |
| Tweetmyjobs                                    | 1    | 0  |
| Not Disclosed                                  | 31   | 17 |
| Retail Sales Consultant [CWA03-MOB]            | 12   | 10 |
| glassdoor                                      | 1    | 1  |
| indeed   | 1    | 1  |
| Not Disclosed                                  | 10   | 8  |
| Sales Communications Lead                      | 1    | 1  |
| Indeed Organic                                 | 1    | 1  |
| Sales Consultant (Residence) [CWA09]           | 94   | 24 |
| craigslist                                     | 4    | 0  |
| flexjobs                                       | 1    | 0  |
| google indeed                                  | 2 11 | 0  |
| Indeed Organic                                 | 2    | 0  |
| jobs2careers                                   | 1    | 0  |
| Talent Network Newsletter                      | 4    |    |
| Tweetmyjobs                                    | 1 1  | 0  |
| Not Disclosed                                  | 71   | 24 |
| Sales Consultant [CWA-03]                      | 707  | 73 |
| Beyond   | 2    | 0  |
| bing   | 5    | 0  |
| Call Center TA                                 | 27   | O  |
| Careerbuilder                                  | 4    | О  |
| craigslist                                     | 7    | 0  |
| Email Center                                   | 10   | 0  |
| Facebook (SEM)                                 | 1    | 0  |
| glassdoor                                      | 3    | 0  |
| Glassdoor (SEM)                                | 1    | C  |
| google   | 18   | C  |
| indeed   | 108  | C  |
| Indeed Organic                                 | 13   | C  |
| jobs2careers                                   | 9    | C  |

| Monster                      | 6   | 0  |
|------------------------------|-----|----|
| rocketfuel                   | 4   | 0  |
| SnagAJob                     | 2   | 0  |
| Talent Network Newsletter    | 4   | 0  |
| Technician TA                | 1   | 0  |
| Tweetmyjobs                  | 1   | 0  |
| ziprecruiter                 | 6   | 0  |
| Not Disclosed                | 475 | 73 |
| Sales Consultant [CWA04]     | 601 | 85 |
| Beyond                       | 1   | 0  |
| bing                         | 2   | 0  |
| Call Center TA               | 27  | 0  |
| Careerbuilder                | 6   | 0  |
| craigslist                   | 2   | 0  |
| Direct Employers             | 1   | 0  |
| Email Center                 | 1   | 0  |
| glassdoor                    | 1   | 0  |
| google                       | 4   | 0  |
| indeed                       | 118 | 0  |
| Indeed Organic               | 33  | 0  |
| Monster                      | 14  | 0  |
| Programmatic                 | 2   | 0  |
| rocketfuel                   | 4   | 0  |
| SnagAJob                     | 1   | 0  |
| TalentBrew                   | 1   | 0  |
| ziprecruiter                 | 3   | 0  |
| Not Disclosed                | 380 | 85 |
| Sales Executive - D2D        | 417 | 65 |
| appcast                      | 3   | 0  |
| Beyond                       | 3   | 1  |
| bing                         | 6   | 1  |
| Careerbuilder                | 1   | 0  |
| Consumer Sales TA            | 1   | 0  |
| craigslist                   | 4   | 0  |
| D2D TA                       | 8   | 1  |
| Email Center                 | 6   | 0  |
| Employee Referral Vanity URL | 1   | 0  |
| Facebook (Social)            | 1   | 0  |
| glassdoor                    | 17  | 2  |
| Glassdoor (SEM)              | 7   | 1  |
| google                       | 16  | 1  |
| indeed                       | 26  | 6  |
| Indeed Organic               | 19  | 2  |
| jobs2careers                 | 11  | 1  |
| LinkedIn                     | 5   | 0  |
| Local Job Network            | 1   | 0  |
| Monster                      | 47  | 5  |

| Programmatic                                  | 1       | 1             |
|---|---------|---------------|
| Remarketing                                   | 1       | 0             |
| Retail TA                                     | 1       | 0             |
| rocketfuel                                    | 3       | 1             |
| SnagAJob                                      | 3       | 0             |
| Talent Network Newsletter                     | 1       | 0             |
| Technician TA                                 | 5       | 3             |
| ziprecruiter                                  | 2       | 0             |
| Not Disclosed                                 | 217     | 39            |
| Senior Project Program Manager                | 6       | 2             |
| Email Center                                  | 1       | 1             |
| Indeed Organic                                | 2       | 1             |
| Not Disclosed                                 | 3       | 0             |
| Senior-Advanced Analytics                     | 16      | 3             |
| glassdoor                                     | 1       | 1             |
| Glassdoor (SEM)                               | 1       | 0             |
| indeed  | 1       | 0             |
| Indeed Organic                                | 4       | 1             |
| Not Disclosed                                 | 9       | 1             |
| Senior-App/Prod Support**  Not Disclosed      | 2       | 0             |
|   | 2<br>16 | 0<br><b>8</b> |
| Senior-Applications Developer Glassdoor (SEM) | 10      | 0             |
| google  | 1       | 0             |
| Indeed Organic                                | 1       | 0             |
| LinkedIn                                      | 1       | 0             |
| Monster                                       | 2       | 2             |
| Remarketing                                   | 1       | 1             |
| Not Disclosed                                 | 9       | 5             |
| Senior-Big Data Engineer                      | 5       | 2             |
| Glassdoor (SEM)                               | 1       | 0             |
| LinkedIn                                      | 1       | 0             |
| Not Disclosed                                 | 3       | 2             |
| Senior-Big Data Software Eng                  | 30      | 5             |
| indeed  | 2       | 0             |
| Indeed Organic                                | 2       | 0             |
| LinkedIn                                      | 1       | 0             |
| Monster                                       | 2       | 0             |
| Not Disclosed                                 | 23      | 5             |
| Senior-Business Mgmt                          | 15      | 8             |
| Indeed Organic                                | 2       | 0             |
| Remarketing Not Disclosed                     | 1 12    | 1             |
|   | 6       | /             |
| Senior-Data Analysis Indeed Organic           | 2       | <b>2</b>      |
| Monster                                       | 1       | 0             |
| Not Disclosed                                 | 3       | 2             |
| NOT DISCIOSED                                 |         | 2             |

| Senior-Data Scientist                | 20  | 4  |
|--------------------------------------|-----|----|
| glassdoor                            | 1   | 0  |
| Glassdoor (SEM)                      | 1   | 1  |
| indeed                               | 1   | 0  |
| LinkedIn                             | 2   | 0  |
| Monster                              | 1   | 1  |
| twitter                              | 1   | 0  |
| Not Disclosed                        | 13  | 2  |
| Senior-Database Administration       | 4   | 2  |
| indeed                               | 1   | 1  |
| Indeed Organic                       | 2   | 0  |
| Not Disclosed                        | 1   | 1  |
| Senior-Inventive Scientist           | 26  | 2  |
| glassdoor                            | 2   | 0  |
| indeed                               | 3   | 0  |
| Indeed Organic                       | 2   | 0  |
| LinkedIn                             | 3   | 0  |
| xAd                                  | 1   | 0  |
| Not Disclosed                        | 15  | 2  |
| Senior-Network Support               | 1   | 1  |
| Not Disclosed                        | 1   | 1  |
| Senior-Quality Assurance             | 2   | 1  |
| Email Center                         | 1   | 0  |
| Not Disclosed                        | 1   | 1  |
| Senior-RAN Engineer indeed           | 3   | 1  |
| Not Disclosed                        | 1 2 | 1  |
| Senior-Scrum Master                  | 5   | 2  |
| glassdoor                            | 1   | 1  |
| Indeed Organic                       | 2   | 0  |
| Not Disclosed                        | 2   | 1  |
| Senior-Software Delivery Proj Mgmt*  | 14  | 7  |
| indeed                               | 1   | O  |
| Monster                              | 1   | O  |
| Remarketing                          | 1   | O  |
| Women for Hire                       | 1   | 1  |
| Not Disclosed                        | 10  | 6  |
| Senior-Software Delivery Proj Mgmt** | 4   | 2  |
| LinkedIn                             | 1   | 0  |
| Not Disclosed                        | 3   | 2  |
| Senior-System Architect              | 7   | 2  |
| glassdoor                            | 1   | 1  |
| indeed                               | 1   | 0  |
| Indeed Organic                       | 1   | 0  |
| Not Disclosed                        | 4   | 1  |
| Senior-System Engineer               | 47  | 16 |
| bing                                 | 1   | C  |

| glassdoor                            | 4  | 1  |
|--------------------------------------|----|----|
| indeed                               | 2  | 0  |
| Indeed Organic                       | 1  | 0  |
| LinkedIn                             | 3  | 0  |
| Monster                              | 3  | 0  |
| Remarketing                          | 1  | 0  |
| Talent Network Newsletter            | 1  | 1  |
| Not Disclosed                        | 31 | 14 |
| Senior-Systems Administrator **      | 1  | 0  |
| Not Disclosed                        | 1  | 0  |
| Senior-Tech Project Mgmt             | 21 | 2  |
| bing                                 | 1  | 0  |
| indeed                               | 4  | 0  |
| Indeed Organic                       | 7  | 1  |
| LinkedIn                             | 3  | 0  |
| Monster                              | 1  | 0  |
| Not Disclosed                        | 5  | 1  |
| Senior-Tech Requirements Mgmt        | 3  | 2  |
| glassdoor                            | 1  | 0  |
| google                               | 1  | 1  |
| Not Disclosed                        | 1  | 1  |
| Senior-Technical Consulting Engineer | 30 | 1  |
| Careerbuilder                        | 1  | 0  |
| glassdoor                            | 1  | 0  |
| Glassdoor (SEM)                      | 1  | 0  |
| Indeed Organic LinkedIn              | 2  | 0  |
| Monster                              | 5  | 0  |
| Talent Network Newsletter            | 1  | 0  |
| Not Disclosed                        | 17 | 1  |
| Senior-Technology Security           | 8  | 7  |
| glassdoor                            | 1  | 0  |
| Indeed Organic                       | 1  | 1  |
| Programmatic                         | 1  | 1  |
| Not Disclosed                        | 5  | 5  |
| Senior-Technology Solutions Mgr      | 5  | 3  |
| Not Disclosed                        | 5  | 3  |
| Senior-User Experience Designer      | 8  | 3  |
| Indeed Organic                       | 1  | 0  |
| LinkedIn                             | 2  | 1  |
| rocketfuel                           | 1  | 0  |
| Not Disclosed                        | 4  | 2  |
| Senior-User Experience Producer      | 1  | 1  |
| Not Disclosed                        | 1  | 1  |
| Site Specialist Ntwk Facility        | 2  | 2  |
| glassdoor                            | 1  | 1  |
| Monster                              | 1  | 1  |

| Sls Program Execution Analyst             | 1   | 1  |
|---|-----|----|
| Not Disclosed                             | 1   | 1  |
| Social Media Sr Strategy Manager          | 2   | 1  |
| Not Disclosed                             | 2   | 1  |
| Southeast - AT&T Outside Plant Technician | 180 | 46 |
| bing                                      | 6   | 0  |
| Direct Employers                          | 2   | 0  |
| Email Center                              | 3   | 0  |
| glassdoor                                 | 3   | 0  |
| google                                    | 8   | 0  |
| indeed                                    | 7   | 0  |
| Indeed Organic                            | 3   | 0  |
| Local Job Network                         | 1   | 0  |
| Monster                                   | 7   | 0  |
| Remarketing                               | 1   | 0  |
| Retail National Talent Attraction         | 1   | 0  |
| rocketfuel<br>taboola                     | 2   | 0  |
| Technician TA                             | 1   | 0  |
| ziprecruiter                              | 2   | 0  |
| Not Disclosed                             | 132 | 46 |
| Specialist - Customer Service             | 28  | 10 |
| Glassdoor (SEM)                           | 1   | 0  |
| google                                    | 1   | 0  |
| indeed                                    | 4   | 2  |
| Indeed Organic                            | 1   | 1  |
| LinkedIn                                  | 1   | 1  |
| Monster                                   | 1   | 0  |
| Remarketing                               | 2   | 1  |
| Not Disclosed                             | 17  | 5  |
| Specialist-Business Mgmt                  | 1   | 1  |
| glassdoor                                 | 1   | 1  |
| Specialist-Client Tech Administrator      | 5   | 3  |
| Not Disclosed                             | 5   | 3  |
| Specialist-Data Center Mgmt               | 6   | 1  |
| indeed                                    | 1   | 0  |
| Indeed Organic                            | 3   | 1  |
| Not Disclosed                             | 2   | 0  |
| Specialist-RAN Engineer+                  | 1   | 0  |
| Not Disclosed                             | 1   | 0  |
| Specialist-Technical Consulting Engineer  | 1   | 1  |
| Not Disclosed                             | 1   | 1  |
| Specialist-User Experience Designer       | 1   | 0  |
| Not Disclosed                             | 1   | 0  |
| Splicing Technician [CWA09]               | 89  | 22 |
| appcast                                   | 1   | 0  |
| bing                                      | 3   | 1  |

| r                                     |    | 1 _ |
|---------------------------------------|----|-----|
| glassdoor                             | 2  | 0   |
| Glassdoor (SEM)                       | 1  | 0   |
| google                                | 3  | 1   |
| indeed                                | 6  | 1   |
| Indeed Organic                        | 2  | 0   |
| LinkedIn                              | 2  | 0   |
| Monster                               | 1  | 0   |
| Remarketing                           | 1  | 1   |
| SnagAJob                              | 2  | 0   |
| Talent Network Newsletter             | 1  | 1   |
| TalentBrew                            | 1  | 0   |
| Tweetmyjobs                           | 1  | 0   |
| Not Disclosed                         | 62 | 17  |
| Sr Customer Experience Strategist     | 1  | 0   |
| LinkedIn                              | 1  | 0   |
| Sr Inventory Administrator            | 1  | 1   |
| Talent Network Newsletter             | 1  | 1   |
| Sr Lead UX Designer/Arch              | 3  | 0   |
| glassdoor                             | 1  | 0   |
| Glassdoor (SEM)                       | 1  | 0   |
| Not Disclosed                         | 1  | 0   |
|                                       | _  | 1   |
| Sr Manager eCommerce                  | 1  | 1   |
| glassdoor                             | 1  | 1   |
| Sr Media Production Manager           | 1  | 0   |
| Not Disclosed                         | 1  | 0   |
| Sr Member of Technical Staff          | 62 | 26  |
| glassdoor                             | 1  | 1   |
| google                                | 1  | 0   |
| indeed                                | 6  | 0   |
| Indeed Organic                        | 6  | 1   |
| Monster                               | 6  | 0   |
| Talent Network Newsletter             | 1  | 1   |
| vhcl.co                               | 2  | 2   |
| Not Disclosed                         | 39 | 21  |
| Sr Online Marketing Mgr               | 1  | 1   |
| Not Disclosed                         | 1  | 1   |
| Sr Procurement Consultant             | 40 | 2   |
| bing                                  | 1  | 0   |
| Direct Employers                      | 1  | 0   |
| google                                | 1  | 0   |
| indeed                                | 1  | 0   |
| Indeed Organic                        | 9  | 0   |
| Monster                               | 5  | 0   |
| Not Disclosed                         | 22 | 2   |
| Sr Procurement Engineering Consultant | 4  |     |
| Not Disclosed                         | 4  | 0   |
| Sr Real Estate & Constr Mgr           | 3  | 0   |
| or near Estate & Constr Wigi          | 3  | U   |

| Not Disclosed                           | 3   | 0  |
|---|-----|----|
| Sr Sourcing Manager                     | 13  | 6  |
| Beyond                                  | 1   | 0  |
| glassdoor                               | 1   | 0  |
| Glassdoor (SEM)                         | 1   | 1  |
| indeed                                  | 2   | 0  |
| Indeed Organic                          | 2   | 1  |
| LinkedIn                                | 1   | 1  |
| Not Disclosed                           | 5   | 3  |
| Sr Sourcing Specialist                  | 6   | 1  |
| Not Disclosed                           | 6   | 1  |
| Sr Specialist-Applications Developer    | 2   | 1  |
| Not Disclosed                           | 2   | 1  |
| Sr Specialist-Big Data Software Eng     | 1   | 0  |
| Not Disclosed                           | 1   | 0  |
| Sr Specialist-Client Tech Administrator | 5   | 4  |
| Indeed Organic                          | 1   | 1  |
| Monster                                 | 1   | 0  |
| Not Disclosed                           | 3   | 3  |
| Sr Specialist-Data Center Mgmt*         | 3   | 2  |
| bing                                    | 1   | 1  |
| Not Disclosed                           | 2   | 1  |
| Sr Specialist-Network Support           | 1   | 0  |
| Not Disclosed                           | 1   | 0  |
| Sr Specialist-Project Manager           | 3   | 2  |
| bing                                    | 1   | 1  |
| Email Center                            | 1   | 0  |
| Not Disclosed                           | 1   | 1  |
| Sr Specialist-RAN Engineer+             | 1   | 1  |
| Indeed Organic                          | 1   | 1  |
| Sr Specialist-Tech Development Program  | 293 | 91 |
| bing                                    | 1   | 0  |
| Email Center                            | 1   | 1  |
| glassdoor                               | 4   | 4  |
| LinkedIn                                | 1   | 0  |
| Talent Network Newsletter               | 1   | 1  |
| Technology Development Program          | 1   | 1  |
| Not Disclosed                           | 284 | 84 |
| Sr Specialist-Tech Project Mgmt         | 22  | 8  |
| bing                                    | 1   | 1  |
| Direct Employers                        | 1   | 0  |
| Monster                                 | 1   | 0  |
| Talent Network Newsletter               | 1   | 0  |
| Not Disclosed                           | 18  | 7  |
| Sr Specialist-Technical Process/Quality | 6   | 5  |
| Not Disclosed                           | 6   | 5  |
| Sr Specialist-Technology Security       | 4   | 2  |

| Not Disclosed                            | 4   | 2   |
|--|-----|-----|
| Sr Specialist-Technology Solutions Mgr   | 1   | 1   |
| Not Disclosed                            | 1   | 1   |
| Sr Statistical Specialist                | 6   | 1   |
| indeed                                   | 2   | 0   |
| Indeed Organic                           | 1   | 1   |
| Not Disclosed                            | 3   | 0   |
| Sr UX Designer                           | 5   | 1   |
| Not Disclosed                            | 5   | 1   |
| Sr UX Researcher                         | 2   | 1   |
| Monster                                  | 1   | 0   |
| Not Disclosed                            | 1   | 1   |
| Sr. Quality/M&P/Process Mgr              | 1   | 1   |
| Not Disclosed                            | 1   | 1   |
| Sr. Sales Support Specialist             | 1   | 1   |
| glassdoor                                | 1   | 1   |
| Staff Associate [CWA09]                  | 1   | 0   |
| Not Disclosed                            | 1   | 0   |
| Staff UX Designer                        | 1   | 1   |
| Not Disclosed                            | 1   | 1   |
| Student Co-Op Technical I                | 53  | 22  |
| Classification                           | 1   | 0   |
| Glassdoor (SEM) indeed                   | 1   | 0   |
| Not Disclosed                            | 50  | 22  |
| Student Co-Op Technical II               | 8   | 1   |
| Not Disclosed                            | 8   | 1   |
| Student Intern - Technical I             | 662 | 254 |
| glassdoor                                | 1   | 0   |
| LinkedIn                                 | 1   | 0   |
| Not Disclosed                            | 660 | 254 |
| Student Intern - Technical II            | 129 | 42  |
| Not Disclosed                            | 129 | 42  |
| Student Intern - Technical Nanodegree II | 25  | 9   |
| Beyond                                   | 1   | 0   |
| Remarketing                              | 1   | 0   |
| Not Disclosed                            | 23  | 9   |
| Student Intern II                        | 387 | 16  |
| ACE                                      | 1   | 0   |
| bing                                     | 1   | 0   |
| College Talent Attraction                | 10  | 1   |
| Direct Employers                         | 1   | 0   |
| Facebook (SEM)                           | 1   | 0   |
| glassdoor                                | 27  | 3   |
| google                                   | 3   | 0   |
| indeed                                   | 5   | 0   |
| Indeed Organic                           | 69  | 2   |

| LinkedIn                              | 3   | 0   |
|---------------------------------------|-----|-----|
| Monster                               | 5   | 0   |
| nacelink                              | 12  | 0   |
| rocketfuel                            | 6   | 0   |
| Talent Network Newsletter             | 1   | 0   |
| Technology Development Program        | 2   | 0   |
| TelecomCareers                        | 1   | 0   |
| Tweetmyjobs                           | 1   | 0   |
| Not Disclosed                         | 238 | 10  |
| Summer Intern                         | 1   | 1   |
| Not Disclosed                         | 1   |     |
| Supervisor-Technology                 | 1   | 0   |
| Not Disclosed                         | 1   | 0   |
| Supply Attendant [CWA]                | 2   | 1   |
| Not Disclosed                         | 2   | 1   |
| Supply Service Attendant [CWA09]      | 1   | 1   |
| Not Disclosed                         | 1   | 1   |
| TECH, INSTALLATION                    | 282 | 116 |
| bing                                  | 3   | 2   |
| craigslist                            | 7   | 0   |
| Direct Employers                      | 4   | 2   |
| Email Center                          | 1   | 1   |
| Email Center TA                       | 1   | 0   |
| Glassdoor (SEM)                       | 3   | 1   |
| google                                | 2   | 0   |
| indeed                                | 17  | 5   |
| Indeed Organic                        | 20  | 7   |
| jobs2careers                          | 3   | 0   |
| Monster                               | 16  | 3   |
| rocketfuel                            | 3   | 0   |
| SnagAJob                              | 2   | 0   |
| Talent Network Newsletter             | 2   | 0   |
| Technician National Talent Attraction | 1   | 0   |
| Technician TA                         | 7   | 2   |
| Tweetmyjobs                           | 1   | 0   |
| vhcl.co                               | 2   | 0   |
| ziprecruiter                          | 1   | 0   |
| Not Disclosed                         | 186 | 93  |
| TECH, INSTALLATION - CWA OOR          | 71  | 20  |
| bing                                  | 1   | 1   |
| craigslist                            | 1   | 0   |
| google                                | 1   | 0   |
| indeed                                | 6   | 1   |
| Indeed Organic                        | 4   | 0   |
| jobs2careers                          | 1   | 1   |
| Monster                               | 3   | 1   |
| SnagAJob                              | 2   | 0   |

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| Technician TA                        | 1   | 0  |
| ziprecruiter                         | 1   | 0  |
| Not Disclosed                        | 50  | 16 |
| TECH, INSTALLATION - CWA WEST        | 3   | 0  |
| Not Disclosed                        | 3   | 0  |
| Technical MSC/RNOC [CWA-MOB]         | 18  | 0  |
| google                               | 1   | 0  |
| indeed                               | 5   | 0  |
| Indeed Organic                       | 2   | 0  |
| Monster                              | 1   | 0  |
| Remarketing                          | 2   | 0  |
| Tweetmyjobs                          | 1   | 0  |
| Not Disclosed                        | 6   | 0  |
| Technician II - MSC/RNOC [CWA03-MOB] | 8   | 0  |
| indeed                               | 1   | 0  |
| Not Disclosed                        | 7   | 0  |
| Technician III Cell                  | 2   | 1  |
| Not Disclosed                        | 2   | 1  |
| Telesales Representative [CWA06-MOB] | 202 | 23 |
| Call Center TA                       | 13  | 0  |
| College Talent Attraction            | 1   | 0  |
| craigslist                           | 2   | 0  |
| Email Center                         | 5   | 0  |
| Email Center TA                      | 6   | 0  |
| google                               | 3   | 0  |
| indeed                               | 47  | 0  |
| Indeed Organic                       | 11  | 0  |
| jobs2careers                         | 1   | 0  |
| Monster                              | 8   | 0  |
| Talent Network Newsletter            | 4   | 0  |
| Not Disclosed                        | 101 | 23 |
| User Experience Content Writer       | 3   | 3  |
| Not Disclosed                        | 3   | 3  |
| User Experience Designer             | 1   | 1  |
| Glassdoor (SEM)                      | 1   | 1  |
| Warehouse [OCCP-CL]                  | 97  | 4  |
| bing                                 | 2   | 0  |
| glassdoor                            | 1   | 0  |
| indeed                               | 17  | 0  |
| Indeed Organic                       | 27  | 1  |
| Monster                              | 2   | 0  |
| TalentBrew                           | 1   | 0  |
| Not Disclosed                        | 47  | 3  |
| Warehouse Assistant                  | 83  | 4  |
| D2D TA                               | 1   | 0  |
| glassdoor                            | 2   | 0  |
| Glassdoor (SEM)                      | 4   | 0  |

| indeed                           | 15    | 0    |
|----------------------------------|-------|------|
| Indeed Organic                   | 28    | 2    |
| jobs2careers                     | 4     | 0    |
| Monster                          | 3     | 0    |
| Not Disclosed                    | 26    | 2    |
| WAREHOUSE ASSISTANT (IBEW-FLD)   | 33    | 4    |
| Glassdoor (SEM)                  | 1     | 0    |
| indeed                           | 8     | 1    |
| Indeed Organic                   | 8     | 1    |
| Monster                          | 2     | 0    |
| Not Disclosed                    | 14    | 2    |
| Warehouse Assistant [CWA06]      | 2     | 2    |
| indeed                           | 1     | 1    |
| Not Disclosed                    | 1     | 1    |
| Warehouse Assistant [WA-T]       | 4     | 1    |
| indeed                           | 1     | 1    |
| Indeed Organic                   | 1     | 0    |
| Not Disclosed                    | 2     | 0    |
| Wire Technician [CWA03]          | 12112 | 2363 |
| appcast                          | 6     | 0    |
| Beyond                           | 8     | 0    |
| bing Call Center TA              | 135   | 2    |
| Careerbuilder                    | 5 25  | 0    |
| College Talent Attraction        | 1     | 0    |
| Consumer Sales Talent Attraction | 1     | 0    |
| craigslist                       | 28    | 0    |
| Direct Employers                 | 64    | 0    |
| Email Center                     | 66    | 0    |
| Email Center TA                  | 2     | 0    |
| Employee Referral Vanity URL     | 8     | 0    |
| Facebook (SEM)                   | 1     | 0    |
| glassdoor                        | 175   | 1    |
| Glassdoor (SEM)                  | 33    | 0    |
| google                           | 296   | 0    |
| iheartmedia                      | 1     | 0    |
| indeed                           | 985   | 8    |
| Indeed Organic                   | 1030  | 12   |
| jobs2careers                     | 39    | 3    |
| kununu.com                       | 1     | 0    |
| LinkedIn                         | 9     | 0    |
| Local Job Network                | 1     | 0    |
| Military                         | 2     | 0    |
| Monster                          | 308   | 3    |
| Programmatic                     | 6     | 0    |
| Remarketing                      | 66    | 0    |
| Retail TA                        | 3     | 0    |

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| Tweetmyjobs                   | 1   | 0 |
|-------------------------------|-----|---|
| Not Disclosed                 | 149 | 3 |
| Wireless Technician [CWA-MOB] | 174 | 9 |
| bing                          | 6   | 0 |
| Direct Employers              | 2   | 0 |
| Email Center TA               | 1   | 0 |
| glassdoor                     | 1   | 0 |
| Glassdoor (SEM)               | 2   | 0 |
| google                        | 1   | 0 |
| indeed                        | 11  | 0 |
| Indeed Organic                | 13  | 0 |
| jobs2careers                  | 2   | 0 |
| LinkedIn                      | 2   | 0 |
| Monster                       | 24  | 1 |
| Programmatic                  | 1   | 0 |
| Remarketing                   | 4   | 1 |
| rocketfuel                    | 1   | 0 |
| SnagAJob                      | 1   | 0 |
| Talent Network Newsletter     | 3   | 0 |
| TelecomCareers                | 2   | 0 |
| vhcl.co                       | 1   | 0 |
| Not Disclosed                 | 96  | 7 |