

2022 FCC Unit Structure

FCC Unit: 13551 Southern Texas

Address	City	State	Zip
2041 E Main St.	Alice	TX	78332
1207 S. Saint Marys St	Beeville	TX	78102
3260 Galeno Crossing	Brownsville	TX	78520
705 Paredes Line Rd	Brownsville	TX	78521
201 Junior Beck Dr	Corpus Christi	TX	78405
4001 Saratoga Blvd	Corpus Christi	TX	78413
4060 S Padre Island Dr	Corpus Christi	TX	78411
312 Pecan St	Del Rio	TX	78841
2952 Patzcuaro Dr	Eagle Pass	TX	78852
1514 S 77 Sunshine Strip	Harlingen	TX	78550
2309 W. Lincoln Ave	Harlingen	TX	78552
2921 S Expressway 83	Harlingen	TX	78551
900 Sidney Baker St	Kerrville	TX	78028
5167 Kyle Centre Drive	Kyle	TX	78640
1313 W Calton Rd	Laredo	TX	78041
2438 Monarch Dr	Laredo	TX	78045
8124 Agora Pkwy, Suite 100	Live Oak	TX	78154
1400 North McColl Rd	McAllen	TX	78501
3701 N. 23rd Street	McAllen	TX	78501
8001 N. 10th Street	McAllen	TX	78504
2413 E. Expressway 83	Mission	TX	78572
602 N Highway 69	Nederland	TX	77627
160 S Business IH 35	New Braunfels	TX	78130
1671 S. Interstate 35	New Braunfels	TX	78130
3121 Edgar Brown Dr	Orange	TX	77630
818 N Oak St	Pearsall	TX	78061
3001 N I Rd	Pharr	TX	78577
8425 Memorial Blvd.	Port Arthur	TX	77640
510 E 2nd St	Port Neches	TX	77651
821 E Market St	Portland	TX	78374
10130 Highway 151	San Antonio	TX	78251
11321 Bandera Rd	San Antonio	TX	78250
11745 IH-10 West	San Antonio	TX	78230
11826 Tech Com	San Antonio	TX	78233
12238 Silicon Drive	San Antonio	TX	78249
17802 La Cantera Pkwy	San Antonio	TX	78257
1900 Blue Crest Ln	San Antonio	TX	78247
22702 US 281N	San Antonio	TX	78258
2438 Boardwalk St.	San Antonio	TX	78217
3151 SE Military Drive	San Antonio	TX	78223
403 Urban Loop	San Antonio	TX	78207
438 NW Loop 410	San Antonio	TX	78216

2022 FCC Unit Structure

FCC Unit: 13551 Southern Texas

Address	City	State	Zip
6301 NW Loop 410	San Antonio	TX	78238
8434 Gault Ln	San Antonio	TX	78209
1600 E I-H 2	San Juan	TX	78589
25702 Aldine Westfield Road	Spring	TX	77373
2306 E Main St	Uvalde	TX	78801

Amend

Print



EEO Form 396-C

File No.: CB20002080

Filing Status: **Ready for Review**

13551

Reference
Copy
OMB Control
No. 3060-1033

General Information

FCC Registration Number (FRN)

0028917441

Filing Year

2022

Employment Unit ID (EUID)

13551

Section I - Identifying Information

Has the identifying information associated with this EUID changed?

No

Operator Legal Name

TIME WARNER CABLE

Operator Address 1

7800 Crescent Executive Dr

Operator City

CHARLOTTE

Operator state

NC

Operator Zip Code

28217

State of Employment Office

TX

County of Employment Office

Travis

Application Purpose

New Program Report

Supplemental Investigation Sheet (SIS) Required

false

Category of Respondent

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

Reporting Period Start Date

2021-07-01

Reporting Period End Date

2022-06-30

Section II - Community Information

Section III - EEO Policy and Program Requirements

Complied with outreach provisions

Yes

Disseminated widely EEO Program

Yes

Contacted multiple sources of applicants

Yes

Offered promotions in nondiscriminatory manner

Yes

Sought out entrepreneurs in a nondiscriminatory manner

Yes

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

Yes

Defined responsibility of management

Yes

Conducted continuing program to exclude prejudice

Yes

Conducted continuing review of job structure

Yes

Section IV - Additional Information

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

PART II - Inquiries Concerning EEO Program and Practices

PART III - EEO Public File Report

Exhibits

Certifications

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

Certifier Information

Certifying Official Name and Signature

Kevin Smith

Certifying Official Title

GVP, Labor & Employee Relations

Certifying Official Phone

(203) 705-4832

Certifying Official Email

KevinMark.Smith@charter.com

Certifying Date Signed

2022-09-29

2021-2022 Recruitment Initiatives

FCC Unit: 13551 Southern Texas

- 1. #3 - Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities.**

Texas WorkForce Commission

- April 12, 2022
- WorkForce Solutions Alamo, San Antonio, TX
- Co-Sponsor Company: Texas Workforce Commission: WorkForce Solutions Alamo
- Urban League Mission Statement:
"Strengthen the Alamo regional economy by growing and connecting talent pipelines to employers."
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 50 attendees
- 1 Applicant / 1 Interview / 1 Hire

- 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.

2022 FCC Outreach Sources

FCC Unit: 13551 Southern Texas

Community Organization Recipient	Recipient Name	Recipient Email(s)	Organization Street Address	Organization City	Organization State	Organization Zip	Organization Phone
100 Black Men of Greater Dallas, Inc.	Robert Tapley	rtapley@gmail.com	Po Box 226081	Dallas	TX	75222-6081	972-898-0186
Access-VR - Mid-Hudson District Office	Mary O'Connell	mary.oconnell@nysed.gov	301 Manchester Road	Poughkeepsie	NY	12603	845-452-5376
Ada Jenkins Center	Cara Schiltz	cara.schiltz@adajenkins.org	212 Gamble St	Dawson	NC	28036-8137	704-896-0471
Aiken One Stop Workforce Center	James Cushman	jcushman@dew.sc.gov	1571 Richland Avenue East	Aiken	SC	29801	803-641-7640
ALPFA-Association of Latino Professionals in Finance and Accounting-University of Texas Alliance for Multicultural Community Services	Melina Montellanos	alpfa.external@gmail.com	Po Box 8058	Austin	TX	78713-8058	214-662-9314
Amertown University	Isaac Lian	isaac@allianceonlineweb.org	6440 Hillcroft St	Houston	TX	77081-3104	713-776-4700
American Business Women's Association Columbia Triad Chapter	Bill Gilbreath	bgilbreath@amertown.edu	3880 Parkwood Blvd	Frisco	TX	75034-1928	972-279-6511
American GI Forum	Genice Hall-Summers	genicehall@giforum.org	Po Box 1212	Columbia	SC	29202	803-470-6306
Angelo State University	Mary Mabe	mabe@angelostate.edu	611 North Flores Street	San Antonio	TX	78205	210-354-4892 X228
Anson County Veterans Service	Adra Enos	career.development@angelo.edu	2601 W. Avenue N	San Angelo	TX	76909	325-942-2255
Arab American Cultural and Community Center	Ted Ward	tward@co.anson.nc.us	114 West Wade Street	Wadesboro	NC	28170	704-465-0086
ARCIL San Marcos	Nervin Ouida	nervin@acchouston.org	10555 Stancliff Road	Houston	TX	77099	832-351-3366
ARCIL San Marcos	Guy Williams	guy@arcil.com	618 S Guadalupe St Ste 103	San Marcos	TX	78666-6977	512-396-5790
Association of Latino Professionals in Finance and Accounting - Texas A&M	Juan Zea	guy@arcil.com	618 S Guadalupe St Ste 103	San Marcos	TX	78666-6977	512-396-5790
Austin Area Urban League	Vice-President External	alpfa.vpe@gmail.com	Texas A&M University College Station	College Station	TX	77840	512-734-1207
Autism Society of North Carolina - Charlotte Area	Darnise Bowers	charelea_russel@aau.org	8011 Cameron Road	Austin	TX	78754	512-478-7176
Babylon Vet Center	Nancy Popkins	npopkins@autismsociety-nc.org	209 Delburg St	Dawson	NC	28036-6913	704-894-9678
Barber-Scotia College	Carol Wirth	carol.wirth@vva.gov	100 West Main Street	Babylon	NY	11702	631-661-3930
Belmont Abbey College	Yvonne Tracey	ytracey@bellsouth.net	145 Cabarrus Ave W	Concord	NC	28025-5143	704-789-2900
Belmont Abbey College	Stephanie Miles	careerservices@bac.edu	100 Belmont-Mt.Holly Rd	Belmont	NC	28012	704-461-6873
Bill J. Priest Institute for Economic Development	Alecia --	ecjobs@dcccd.edu	1402 Corinth Street	Dallas	TX	75215	214-860-2066
Borough of Manhattan Community College	Malkam Dior	career@bmcc.cuny.edu	199 Chambers St Rm N-210	New York	NY	10007-1044	212-220-8170
Bridge Over Troubled Waters	Janel Eaton	jeaton@btbw.org	3811 Allen-Genoa Road	Pasadena	TX	77504	713-472-0753
Brookhaven College	Angela Schultz	ahschulz@dcccd.edu	3939 Valley View Ln	Farmers Branch	TX	75244	972-360-4700
Brown Girls Doc Mafia	Misarah	bizosara@dcccd.edu	570 Jamaica Avenue	Brooklyn	NY	11208	917-460-9600
Camden Workforce Center - Veterans	Jimmie Williams	jwilliams@dew.sc.gov	1111 Broad St	Camden	SC	29020-3611	803-432-5153
Cameron Workforce Center	Edmundo Iturbe	edmundoiturbe@tvc.texas.gov	851 Old Alice Rd	Brownsville	TX	78420-8551	956-546-3141
Cameron Workforce Solutions	Josue Siguro	Josue.Siguro@twc.state.tx.us	601 East Harrison Avenue	Harlingen	TX	78550	956-423-9266
Campbell University	Jessica Randall	career@campbell.edu	227 Main St	Buies Creek	NC	27506	910-814-5707
Canisius College	Dede Johnson	johnson@canisius.edu	2001 Main St	Buffalo	NY	14208-1035	716-888-2475
Career and Recovery Resources	General Contact	brandon.davey@careerandrecovery.org	2525 San Jacinto St	Houston	TX	77022	281-868-9459
Career Gear - Houston	Jamay Fishback	jamay@careerandrecovery.org	750 Sharpstown Center	Houston	TX	77074-5010	713-778-9959
Catawba County JobLink Career Center	Russ Vickers	rvickers@goodwillinc.org	3301 Hwy 70 South East	Newton	NC	28658	828-466-5596
Catholic Charities	Beatris Lozano	blozano@ccassa.org	202 West French Place	San Antonio	TX	78212	210-342-3378
Catholic Social Services, Refugee Resettlement Office	Gerard Carter	ccdoc@charlotteddiocese.org	1123 South Church Street	Charlotte	NC	28203	704-370-3262
Central Texas College	Keisha Holman	keisha.holman@ctcd.edu	6200 W Central Texas Expy	Killeen	TX	76540	254-526-1106
Charlotte Chamber of Commerce	Karen Runyon	krunyon@charlotteregion.com	615 South College Street	Charlotte	NC	28202	704-980-8272
City College of New York	Rhea Christian	rchristian@ccny.cuny.edu	Convent Ave. @138th Street	New York	NY	10031	212-650-5327
Collin College	Career Services	studentjobs@collin.edu	2200 West University Drive	McKinney	TX	75071	972-548-6747
Commonwealth Charlotte	Chuck Jones	cjones@commonwealthcharlotte.org	5300 Wilkinson Boulevard	Charlotte	NC	28208	704-650-3867
Community Family Centers	Paul Landi	plandi@communityfamilycenters.org	7524 Avenue E	Houston	TX	77012-1200	713-423-2316
Community Options - San Antonio Office	Elizabeth Bowly	elizabeth_bowly@comop.org	2632 Broadway Street	San Antonio	TX	78215	210-212-3378
Community Options - South Carolina Office	Dorothy Goodwin	dorothy.goodwin@comop.org	113 Executive Pointe Blvd	Columbia	SC	29210-5681	803-750-8998
Concerned Black Men of Greater Columbia, S.C.	Bertha Jackson	bjackson@cmnatioal.org	1815 Gervais Street	Columbia	SC	29201	803-931-8783
Corpus Christi - Sunrise Mall Workforce Center	Lenny Anzaldua	lenny.anzaldua@workforcesolutions.org	5858 SPID Ste 1	Corpus Christi	TX	78412	361-882-7491
Crossroads at Park Place, Inc.	Margo Montgomery	olteach@hotmail.com	3827 Broadway St	Houston	TX	77017-3022	713-252-3604
Dallas Baptist University	Marion Hill	marion@dbu.edu	3000 Mountain Creek Pkwy	Dallas	TX	75211-6700	214-333-5556
Dallas Christian College	Karla Kuhl	kkuhl@dallas.edu	2700 Christian Pkwy	Farmers Branch	TX	75234	972-241-3371
Dallas College - Eastfield Campus	Career & Transfer	careerandtransfer@dcccd.edu	1601 Botham Jean Boulevard	Dallas	TX	75215	214-378-1500
Danbury Vet Center	Patsy --	patsey@danbury.edu	3737 Motley Drive	Mesquite	TX	75150	972-860-7100
Danbury Vet Center	Gabor Kautzner	Gabor.Kautzner@va.gov	457 North Main St., 1st Floor	Danbury	CT	06811	203-790-4000
Danbury Vet Center	Kathryn Murray	Gabor.Kautzner@va.gov	457 North Main St., 1st Floor	Danbury	CT	06811	203-790-4000
Del Mar College	Anna Tischler	atischler@delmar.edu	101 Baldwin Blvd	Corpus Christi	TX	78404-3805	361-698-1200
Department of Health & Human Services Division of Vocational Rehabilitation Services	Bill Crews	bill.crews@dhs.nc.gov	550 Executive Center Dr Ste 10	Charlotte	NC	28212-8865	704-568-8804
Department of Veteran Affairs	Barbara Brookins	barbara.brookins2@va.gov	5788 Eckhart Road	San Antonio	TX	78240	210-699-5005
Disabled American Veterans - Antonio Hernandez Chapter 25	Sebastian Martinez	davs.vbahou@va.gov	5788 Eckhart Road	San Antonio	TX	78240	210-699-5064
Disabled American Veterans - E G Perales Chapter 150	Lazaro O. Camarinlo	l1011airborne@yahoo.com	Po Box 7901	Corpus Christi	TX	78467-7901	361-779-6456
Disabled American Veterans - Edward B Harney Chapter 12	Eugene Arrendale	earrendale@hotmail.com	5814 Mason Dr	Corpus Christi	TX	78407-1116	361-289-2329
Disabled American Veterans - Fairfield #19	Alison Overton	alisonoverton@aol.com	14 Andrews Ave	Fairfield	CT	06424	203-232-3378
Disabled American Veterans - Gold Star Chapter 195	Aaron Karolinski	akarolinski@aol.com	Po Box 2173	Pearland	TX	77588-2173	281-485-9530
Disabled American Veterans - Kel-Lac Chapter 114	Luis Cortes	lcortes1@aol.com	11618 Blazing Sunset Street	San Antonio	TX	78253	210-857-7362
Disabled American Veterans - Montgomery County Chapter 78	Albert Merchant	ajmjdmc@consolidated.net	Hwy 1097 East	Willis	TX	77378	936-539-2375
Disabled American Veterans - Mt Pleasant Greenburg #39	Joe Tanzi	molese1@aol.com	217 Beverly Rd	Hawthorne	NY	10532-1006	914-769-4893
Disabled American Veterans - Queen City Chapter #10	Arthur Brooks	ab1art@aol.com	Po Box 480441	Charlotte	NC	28269-5320	704-547-1754
Disabled American Veterans - Randolph Area Chapter 17	Percy Spence	spencedav1@aol.com	1129 Pat Booker Rd	Universal City	TX	78148-3901	210-632-3198
Disabled American Veterans - Stamford #13	Al Meadows	al.meadows@pnet.net	888 Tresser Blvd Sr Ctr Stamford	Stamford	CT	6902	203-329-3357
Disabled American Veterans - West Haven #18	Misara Foreman	hagindou@yahoo.com	201 Noble Street	West Haven	CT	06516	860-960-6951
Disabled American Veterans - Woodrow Wilson #4	Katie Nash	knash4@att.net	1308 Parliament Lake Dr	Columbia	SC	29223-1969	803-699-7083
Dress For Success San Antonio	Shavonne Broom	shavonne@dfssa.org	600 North Frío Street	San Antonio	TX	78207	210-737-1515
East Carolina University - College of Business	Melissa Parks	parksr19@ecu.edu	701 East 5th Street	Greenville	NC	27858	252-328-5329
East Side Village Community Learning Center	Bracy Johnson	mbjohnson3@aol.com	3614 Holman St	Houston	TX	77004-4707	713-747-9255
East Texas Baptist University	Blaire Prevost	bprevost@etbu.edu	1 Tiger Dr	Marshall	TX	75670-1412	903-923-2055
Edinburg Workforce Center	Jerry Garza	gerardo.garza@tvc.texas.gov	2719 W Market Street	Edinburg	TX	78839-7889	956-289-4542
Employment Connection - St. Louis	Karla Humphrey	humphreyk@employmentcenterstl.org	2838 University Street	St. Louis	MO	63103	314-333-5627
Family Crisis Center, Inc	Heidi Heredia	heidheredia@familycrisiscenter.org	516 W Taylor St	Harlingen	TX	78550-6664	956-423-9305
Family Outreach & Counseling Center	Donna Patterson	focpartners@valor@yahoo.com	200 W Sugar Creek Rd	Charlotte	NC	28213-6650	704-509-9917
Family Services of Southeast Texas, Inc.	Sherika Sam	SSam@westrengthenfamilies.org	3550 Fannin Street	Beaumont	TX	77701	409-833-2668
Family Time Foundation	Monica --	ftime@earthlink.net	101 E Main St	Humble	TX	77338-4512	281-446-2615
Family Violence Prevention Services	Shelter Managers	shelter.managers@fvps.org	7911 Broadway Street	San Antonio	TX	78209	210-930-3669
Fordham University - Lincoln Center Campus	Karen Casaling	casaling@fordham.edu	Lincoln Center Campus	New York	NY	10023	212-636-6284
Frank Phillips College	Mary Lee Cooper	mcooper@fpctc.edu	Po Box 5118	Borger	TX	79008-5118	806-457-4200
Friendship Community Development Corporation (FCDC)	Drew Webb	dwebb@friendshipcdc.org	3239 Beatties Ford Road	Charlotte	NC	28216	980-771-3965
Friendship of Women	Lilly Champion	ceo@fowinc.com	Po Box 3112	Brownsville	TX	78523-3112	956-544-7412
Galveston College	Latoya Mills	lamil@galveston.edu	4025 Avenue Q	Galveston	TX	77550	409-944-4342
Gary Job Corps Community	Georgia Cheatham	cheatham.gorgia@jobcorps.org	2800 Airport Highway 21	San Marcos	TX	78667	512-396-6352
Gaston County JobLink Career Center	Sharon Riggan	benjamin.boyles@nccommerce.com	1391 Bessemer City Road	Gastonia	NC	28052-1106	704-853-5328
Gaston County JobLink Career Center - Veterans Services	Benjamin Boyles	benjamin.boyles@nccommerce.com	1391 Bessemer City Rd	Gastonia	NC	28052-1106	704-853-5328
Genesis Project 1, Inc.	Trasha Black	tblack@genesisproject1.org	5108 Reagan Dr	Charlotte	NC	28206-3103	704-596-0505
Goodwill Industries	Greta Willis	arenteria@goodwillvrb.org	3445 Phelan Boulevard	Beaumont	TX	93030	805-981-0130
Goodwill Industries	Michelle Richer-Mengerin	arenteria@goodwillvrb.org	3445 Phelan Boulevard	Beaumont	TX	93030	805-981-0130
Goodwill Industries of Southeast Texas & Southwest Louisiana	Sheineka Lemelle	arenteria@goodwillvrb.org	3445 Phelan Boulevard	Beaumont	TX	93030	805-981-0130
Goodwill Industries of Southeast Texas & Southwest Louisiana	Greta Willis	greta@goodwillvrb.org	3445 Phelan Boulevard	Beaumont	TX	77707	409-838-9911
Goodwill Industries of Southeast Texas & Southwest Louisiana	Michelle Richer-Mengerin	greta@goodwillvrb.org	3445 Phelan Boulevard	Beaumont	TX	77707	409-838-9911
Goodwill Industries of Southeast Texas & Southwest Louisiana	Sheineka Lemelle	greta@goodwillvrb.org	3445 Phelan Boulevard	Beaumont	TX	77707	409-838-9911
Goodwill Industries of the Southern Piedmont	Marvin Kelley	marvin.kelley@goodwillisp.org	Po Box 668768	Charlotte	NC	28266-8768	704-372-3434
Goodwill of South Texas	Rose Mireles	rmireles@goodwillouthtexas.com	10522 Leopard St	Corpus Christi	TX	78410-2621	361-884-4068
Grace-Mar Services	Kenny Smith	kds27s@hotmail.com	Po Box 480323	Charlotte	NC	28269-5338	704-909-6041
Grayson County College	Cindy Ross	rossc@grayson.edu	6101 State Highway 691	Denison	TX	75020-8238	903-465-6030
Greater Houston LULAC Council	Angelina Guajardo	angelinaguajardo@yahoo.com	5207 Airline Drive	Houston	TX	77022	713-551-1123
Hardin Simmons University	Kathy Wood	careerservices@hsu.edu	HSU Box 16090	Ablene	TX	79699	325-670-1251
Hardin-Simmons University	Career Services	careerservices@hsu.edu	2200 Hickory St	Ablene	TX	79601-2345	325-670-1000
Harris County Vet Center	Jeanna Spiller	jeanna.spiller@va.gov	14300 Cornerstone Village Dr	Houston	TX	77014	281-537-7812
Harrisburg University	Career Services	careerservices@harrisburg.edu	326 Market Street	Harrisburg	PA	17101	717-901-5100
Hays-Caldwell Women's Center	Gary Borden	info@hwc.org	Po Box 234	San Marcos	TX	78667-0234	512-396-3404
High Point University	Jen Paolino	paolj05@highpoint.edu	833 Montlieu Ave	High Point	NC	27262-4260	336-841-9025
Hobart and William Smith Colleges	Joe Ambrosetti	ambrosetti@hws.edu	629 S Main St	Geneva	NY	14456-3165	315-781-3000
Houston Area Urban League	Eric Goodey	ericg@hau.org	1301 Texas St	Houston	TX	77002-3508	713-393-5754
Houston Hispanic Chamber of Commerce	Rosalinda Mireles	rmireles@houstonhispanicchamber.org	1801 Main St	Houston	TX	77087-2506	713-644-7070
Houston Launch Pad	Freddie Goods	pdgoods11@yahoo.com	2615 S Loop W/ Ste 230	Houston	TX	77054-2291	281-778-8973
Houston VA Regional Office - VR&E	Al Morales	al.morales@tvc.texas.gov	6900 Alameda Rd	Houston	TX	77030-4200	713-383-2728
Houston West Vet Center	George Caldwell	George.D.Caldwell@va.gov	701 North Post Oak Road	Houston	TX	77024	713-682-2288
Incsys - Power4Vets	David Miranda	david.miranda@incsys.com	3380 146th Place Southeast	Bellevue	WA	98007	425-732-2377
Innervision NC	Timmie Mitchell	tmitchell@innervision.org	415 East 4th Street	Charlotte	NC	28202	704-377-5042
Jacksonville College	Sharon Lacefield	lacefield@jacksonville-college.edu	105 B J Albritton Dr	Jacksonville	TX	75766-4759	903-586-2518
Joint Base San Antonio (Lackland Randolph Sam Houston)	Hazel Wong	hazel.j.wong3.civ@mail.mil	3060 Stanley Road	San Antonio	TX	78209	210-221-2418
Kenzie Academy	Andrea Vanderstelt	andrea.vanderstelt@kenzie-academy.org	47 South Meridian Street	Indianapolis	IN	46204	317-644-4973
Kenzie Academy	Kathryn Callahan	andrea.vanderstelt@kenzie-academy.org	47 South Meridian Street	Indianapolis	IN	46204	317-644-4973
Lamar State College-Orange	Judy Choate	judy.choate@lscso.edu	410 W Front St	Orange	TX	77630-5802	409-882-3379
Lamar University - Career and Testing Center	Angela Thomas	angela.thomas@lamar.edu	4400 South Martin Luther King J	Beaumont	TX	77705	409-880-8878
Landajob	John Bertram	jbertram@landaj					

2022 FCC Outreach Sources

FCC Unit: 13551 Southern Texas

Community Organization Recipient	Recipient Name	Recipient Email(s)	Organization Street Address	Organization City	Organization State	Organization Zip	Organization Phone
Latin American Chamber of Commerce	Rocio Gonzalez	rocio@lacccharlotte.com	1112 Charlotteville Ave Ste 20	Charlotte	NC	28204-3374	704-343-2525
Latin American Coalition, Inc.	Lorena Guerrero de Merin	lguerrero@myla.org	4938 Central Avenue	Charlotte	NC	28205	704-531-3848
Lexington SC Works Center	Fred Savage	fsavage@dew.sc.gov	671 Main Street	Columbia	SC	29201	803-539-6131
LGBTQ Resource Center - University of Houston	Rylie Jefferson	rjeffer3@Central.UH.EDU	4465 University Drive	Houston	TX	77004	832-842-6191
Lone Star Veterans Association	Jimmy Moreland	jimmy.moreland@lonestarterans.org	2929 McKinney Street	Houston	TX	77003	281-744-7972
Lonestar College - Tomball Campus	Anita Dann	anita.dann@lonestar.edu	30555 Tomball Parkway	Tomball	TX	77375	281-401-1827
Lubbock Christian University	Link Blevins	link.blevins@lccu.edu	5601 19th Street	Lubbock	TX	79407	800-933-7601
LULAC - Eastside	Cruz Hinojosa	tcchino@gmail.com	1302 Keene Street	Galena Park	TX	77547	832-842-1591
LULAC Council #4235	Greg Zepeda	gregzepeda9@gmail.com	2311 West Travis Street	San Antonio	TX	78207	210-978-6639
LULAC of Huntsville - Council # 4466	John Escobedo	jescobedo1229@hotmail.com	PO BOX 7257	Huntsville	TX	77342	936-295-0223
Lyon College	Vicki Webb	vicki.webb@lyon.edu	2300 Highland Rd	Batesville	AR	72501-3629	870-307-7000
Manhattan College	Bernadette Blocker	bernadette.blocker@manhattan.edu	4513 Manhattan College Parkway	Bronx	NY	10463	718-862-7965
McMurry University	James Greer	jgreer@mcu.edu	Sayles Boulevard	Abilene	TX	79697	325-793-4700
Mental Health Association of Central Carolinas	Andrea Receptionist	mha@mentalcarolinasc.org	3701 Latrobe Dr Ste 140	Charlotte	NC	28211-1367	704-365-3454
Meredith College	Ann Phillips	career@meredith.edu	3800 Hillsborough St	Raleigh	NC	27607-5237	919-760-8341
MERS Goodwill	Marisa Hlatt	mhlatt@mergoodwill.org	1 Westbury Drive	Saint Charles	MO	63301	636-946-7551
MERS Missouri Goodwill Industries	Joseph Dismale	jdismale@mercommerce.com	1727 Locust Street	St. Louis	MO	63103	314-882-8812
NAACP - San Antonio	Oliver Heel	satnnaacpjobbank@gmail.com	P.O. Box 200225	San Antonio	TX	78220	210-224-7656
National Association for Black Veterans - Columbia Chapter #0123	Commander Sheila Delshah	navbetscsc@gmail.com	1572 Leesburg Road	Columbia	SC	29209	844-458-1041 x700
National Association of Black Journalists - University of Texas at Austin	Danielle Kilgo	daniellekilgo@utexas.edu	110 Inner Campus Drive	Austin	TX	78712	512-471-3434
National Council Of Negro Women	Loranda Melton	kinsey.a@yahoo.com	4517 Faulkner Road	Columbia	SC	29488	843-908-5102
National Organization of Black Law Enforcement Executives (NOBLE)	Edwin Debieux	ewkplace@aol.com	PO Box 132735	Dallas	TX	75313	817-372-6242
NC Employment Security Commission - Lexington Work Services	Brian Mobley	brian.mobley@nccommerce.com	103 W Center Street Ext	Lexington	NC	27295-1548	336-248-2326
NC Employment Security Commission-Charlotte South	Bill Dodgen	bill.dodgen@nccommerce.com	7140 Forest Point Boulevard	Charlotte	NC	28217	704-565-6865
NCWorks Career Center - Cabarrus County	Joseph Dismale	jdismale@nccommerce.com	845 North Church Street Suite 210	Concord	NC	28025	704-790-5185
NCWorks Career Center - Mecklenburg County	Kenno Telfaire	kenno.telfaire@rescare.com	5601 Executive Center Drive	Charlotte	NC	28212	704-566-2870
Neighborhood Good Samaritan's Center Inc	Patrice .	patrice@ngcenter.org	3557 N Sharon Amity Rd	Charlotte	NC	28205-8849	704-531-9989
New Haven Workforce Alliance Vet Rep	K Seeley	kseeley@workforcealliance.biz	560 Ella T Grasso Boulevard	New Haven	CT	06519	203-624-1493
New School University	Anna Ogier	careers@newschool.edu	65 5th Ave Rm 214	New York	NY	10003-3003	212-229-1324
Newberry One-Stop Workforce Center	M Carr	mcarr@dew.sc.gov	833 Main Street	Newberry	SC	29108	803-768-8225
North Carolina Department of Commerce - Charlotte	Scott Killoran	scott.killoran@nccommerce.com	7140 Forest Point Blvd	Charlotte	NC	28217-8004	704-565-6865
North Lake College	Crystal Lartridge	cc7320@dccc.edu	1601 Botham Jean Boulevard	Dallas	TX	75215	972-273-3140
NPower	Nelson Abbott	nelson.abbott@npower.org	55 Washington Street	Brooklyn	NY	11201	347-415-8832
OCA - Chinese Community Center - Houston	Kimberly Chang	info@ocahouston.org	9800 Town Park Dr	Houston	TX	77036-2316	713-271-6100
Oconalufee Job Corps Center	James Lawler	James.R.Lawler@usda.gov	502 Oconalufee Job Corps Rd	Cherokee	NC	28719-9203	828-497-5411
On Our Own	Sara -	sara.nichols30@yahoo.com	2310 Mcallister Rd	Houston	TX	77022-8025	800-713-6892
Onestop Workforce Center - Sumter	Edward Thompson	ethompson@dew.sc.gov	31 East Calhoun Street	Sumter	SC	29150	803-934-4054
Operation Palmetto Employment	Elisa Edwards	elisa.m.edwards2.ct@mail.mil	1 National Guard Road	Columbia	SC	29201	803-299-1865
Our Lady of the Lake University	Career Center	ccdt@ollusa.edu	411 Sw 24th St	San Antonio	TX	78207-4617	210-431-3971
P3 Army Readiness Specialist - TX - Southern	Mauricio Jalomo	mauricio.jalomo.ctr@mail.mil	1920 Harry Wurzbach Road	San Antonio	TX	78209	210-221-5919
Palo Alto College	Nathalie Rojas	nrojas6@palmo.edu	1400 W Villaret Blvd	San Antonio	TX	78224-2417	210-486-3118
Patriots Path	Noel Humphreys	noel.humphreys@patriots-path.org	Po Box 473791	Charlotte	NC	28247-3791	704-369-5000
Prairie View A&M University	Herb Thomas	careers@pvamu.edu	PO Box 188	Prairie View	TX	77446-0188	936-261-3570
Renewed Innovations	Patricia Burton	renewedinnovations@sbglobel.net	10135 Hammerly Boulevard	Houston	TX	77080	281-345-4432
Richland College	Celes Oppendahl	celes@dccc.edu	12800 Abrams Rd Rm E093	Dallas	TX	75243-2104	972-238-6921
Rowan County JobLink Career Center	Tony Fleming	ron.fleming@nccommerce.com	1904 S Main St	Salisbury	NC	28144-6714	704-639-7529
S.H.A.P.E. Community Center, Inc.	Deloyd Parker	shape@shape.org	PO Box 8428	Houston	TX	77288-8428	713-521-0641
Saint Edwards University	Ashley Walton	awalton1@stedwards.edu	3001 South Congress Avenue	Austin	TX	78704	512-448-8400
Saint Edwards University	Emily Salazar	ewalton3@stedwards.edu	3001 South Congress Avenue	Austin	TX	78704	512-448-8400
Salem College	Esther Gonzalez	esther.gonzalez@salem.edu	501 S Church St	Winston Salem	NC	27101-5376	336-721-2600
San Antonio Lighthouse	Vince Boyd	vince@salighthouse.org	2305 Roosevelt Ave	San Antonio	TX	78210	210-533-5195
San Antonio NW Vet Center	Susan Simmons	susan.simmons@va.gov	9910 West Loop 1604 North	San Antonio	TX	78254	210-688-0606
SC Works Center Columbia	Al Taylor	ataylor@dew.sc.gov	700 Taylor Street	Columbia	SC	29201	803-737-5627
SC Works Center Columbia	Ramonn Lester	rl Lester@dew.sc.gov	700 Taylor Street	Columbia	SC	29201	803-737-5627
SC Works Chester Center	Trina Whitesides	modonnell@dew.sc.gov	764 Wilson Street	Chester	SC	29706	803-377-8147
SC Works Newberry	Catie Hill	CLHill@dew.sc.gov	1840 Wilson Road	Newberry	SC	29108	803-723-0157
Schenck Job Corps Center	Michael Holmes	holmes.michael@jocborps.org	98 Schenck Dr	Pisgah Forest	NC	28768-9718	828-862-6100
Soldier & Family Readiness Center	Sewonya Jackson	sewonya.jackson@twc.state.tx.us	816g, 3605 Santa Fe Ave.	Fort Hood	TX	76544	254-742-4453
Soldier for Life Transition Assistance Program - Fort Jackson	Lawrence Jackson	lawrence.jackson2.c@gmail.mil	SC Army Thummond Boulevard	Columbia	SC	29207	803-625-5976
Soldier for Life Transition Assistance Program - Joint Base San Antonio-Sam Houston	Barbra Echols	acap_samhouston@sero-na.com	3931 Okubo Barracks	Fort Sam Houston	TX	78234	210-916-7322
South Carolina Division of Veterans Affairs	Alford Taylor	alford.taylor@scdva.sc.gov	1265 Pendleton St Ste 463	Columbia	SC	29201-3751	803-734-0200
South Carolina Division of Veterans Affairs	TerryLynn Di Chiara	alford.taylor@scdva.sc.gov	1265 Pendleton St Ste 463	Columbia	SC	29201-3751	803-734-0200
Southwestern Assemblies of God University	Theresa Noble	careerservices@sagu.edu	1200 Sycamore St	Waxahachie	TX	75165-2397	888-937-7248
Southwestern Christian College	Kecia Baker	kbakerswcc@gmail.com	200 Bowser Circle	Terrell	TX	75160	972-524-3341
Southwestern Illinois College	Darlene Beisiegel	darlene.beisiegel@swic.edu	2500 Carlyle Ave	Granite City	IL	62040	618-235-2700
Southwestern University	Alex Anderson	career.services@southwestern.edu	1001 E University Ave	Georgetown	TX	78626-6100	513-863-6511
St. John's University - Queens Campus	Jon O'Keefe	jo.keefe@stjohns.edu	800logia Pkwy Srm 24	Jamaica	NY	11439-9000	718-946-3100
St. Patrick Center	Sue Haverman	shaverman@stpatrickcenter.org	800 North Tucker Boulevard	St. Louis	MO	63101	314-802-0991
St. Phillip's College	Yoland Crooms	ycrooms@alamo.edu	1801 Martin Luther King Dr	San Antonio	TX	78203	210-486-2000
Stanly County North Carolina - Veterans Services	Rod Barbee	rbarbee@stanlycountync.gov	1000 1st Street	Albemarle	NC	28001	704-986-3694
STAR, Inc.	Martha Spiegel	mspiegel@starct.org	182 Wolfpit Avenue	Norwalk	CT	06851	203-846-9581
Sul Ross State University	Susan Box-Forrester	sforrester@sulross.edu	US-90	Alpine	TX	79832	432-837-8011
SUNY - Fredonia	Chris LaGrow	lagrow@fredonia.edu	280 Central Ave	Fredonia	NY	14063-1127	716-673-3111
Texasrkana College	Shawna Watkins	shawna.watkins@texarkanacollege.edu	2500 N Robison Rd	Texasrkana	TX	75599-0001	903-832-5565
Texas A&M University- Corpus Christi	Sharon Herrera	sharon.herrera@tamuc.edu	6300 Ocean Dr	Corpus Christi	TX	78412-5503	361-825-5976
Texas A&M University- Kingsville	Lori Urbanovsky	lori.urbanovsky@tamuk.edu	700 University Blvd	Kingsville	TX	78363-8202	361-593-2179
Texas A&M University- Kingsville	Ralph Leal	lori.urbanovsky@tamuk.edu	700 University Blvd	Kingsville	TX	78363-8202	361-593-2179
Texas Christian University Association of Black Journalists	Jean Marie Brown	J.Brown5@tcu.edu	PO BOX 298060	Fort Worth	TX	76129	817-257-4241
Texas Department of Assisive and Rehabilitative Services	LaQuintc Simmons	lsimmons@twc.texas.gov	6125 Hillcroft St	Houston	TX	77098	713-866-7765
Texas Veterans Commission	Acie Evans	acie.evans@twc.texas.gov	1700 Congress Avenue	Houston	TX	77002	713-661-3220 x1054
Texas Veterans Commission	Cedric Avant	acie.evans@twc.texas.gov	4680 Farm to Market Road 365	Port Arthur	TX	77002	713-661-3220 x1054
Texas Veterans Commission	Deirdra Stewart	acie.evans@twc.texas.gov	2020 West Central Expressway	Killeen	TX	77002	713-661-3220 x1054
Texas Veterans Commission	Jessica Buenger	acie.evans@twc.texas.gov	620 South CM Allen Parkway	San Marcos	TX	77002	713-661-3220 x1054
Texas Veterans Commission	Michelle Gilbert	acie.evans@twc.texas.gov	1700 Congress Avenue	Austin	TX	77002	713-661-3220 x1054
Texas Veterans Commission	Michelle Gilbert	acie.evans@twc.texas.gov	6505 Airport Boulevard	Austin	TX	77002	713-661-3220 x1054
Texas Veterans Commission	Nelson Touchett	acie.evans@twc.texas.gov	1700 Congress Avenue	Austin	TX	77002	713-661-3220 x1054
Texas Veterans Commission	Nelson Touchett	acie.evans@twc.texas.gov	6505 Airport Boulevard	Austin	TX	77002	713-661-3220 x1054
Texas Veterans Commission	Paul Julio	acie.evans@twc.texas.gov	1700 Congress Avenue	Austin	TX	77002	713-661-3220 x1054
Texas Veterans Commission	Sean Jenving	acie.evans@twc.texas.gov	1700 Congress Avenue	Austin	TX	77002	713-661-3220 x1054
Texas Veterans Commission	Sean Jenving	acie.evans@twc.texas.gov	6505 Airport Boulevard	Austin	TX	77002	713-661-3220 x1054
Texas Veterans Leadership Program	Larry King	larry.king@twc.state.tx.us	6723 South Flores Street	San Antonio	TX	78221	210-582-1726
Texas Work Commission	Jose Ramirez	josera@twc.texas.gov	3300 Nacogoches Road	San Antonio	TX	78217	210-619-2945
Texas Workforce Center	Gabriel Lopez	gabriel.lopez@twc.state.tx.us	210 North Smith Avenue	Hebbronville	TX	78361	361-231-7071
Texas Workforce Commission	Acie Evans	acie.evans@twc.texas.gov	1700 Congress Avenue	Houston	TX	77002	713-661-3220 x1054
Texas Workforce Solutions - Employer Service Division	Je'Vaun Brodie	je'vaun.brodie@wrksolutions.com	3355 West Alabama Street	Houston	TX	77098	713-590-2699
Texas Workforce Solutions - Vocational Rehabilitation Services	Jeremy Lee	jeremy.lee@twc.state.tx.us	5425 Polk Street	Houston	TX	77023	713-928-7700
The Arc of Greater Beaumont	Amanda Ferguson	arcfbmt@arcfbmt.org	4330 Westridge Ln	Beaumont	TX	77657	409-784-5556
The Arc of Southington, Inc	General Contact	plainvillearc@gmail.com	201 West Main Street	Plainville	CT	0602	860-747-1560
The Lighthouse of Houston	Melissa Cannon-Smith	mcannon@houstonlighthouse.org	3602 W Dallas St	Houston	TX	77019	713-284-8422
The Women's Center - Richardson	Ashli Gaiterlin	agaiterlin@womenscenter.org	800 W Campbell Rd	Richardson	TX	75080-3021	972-883-1616
Tri-County Black Chamber of Commerce	Leondria Thompson	houstonblackchamber@gmail.com	2825 S Bartlett Dr	Houston	TX	77054-1483	832-875-3977
TX Workforce Solutions Vocational Rehabilitation - Brownsville	Maria Solis	maria.solis@rracalpal.net	1000 W Price Road	Brownsville	TX	78602	512-303-3916
TX Workforce Solutions Vocational Rehabilitation - Edinburg	General Contact	info@wfsolutions.org	2719 West University Drive	Edinburg	TX	78539	956-380-0008
TX Workforce Solutions Vocational Rehabilitation - Humble	Sherrrie Brooks	sherrrie.brooks@wrksolutions.com	9668 Farm to Market 1960 Bypa	Humble	TX	77338	713-802-3185
TX Workforce Solutions Vocational Rehabilitation - New Braunfels	General Contact	NewBraunfels@wslamo.org	183 S-1-35	New Braunfels	TX	78130	830-629-2010
TX Workforce Solutions Vocational Rehabilitation - Pasadena	Jelondra Phillips	jelondra.phillips@twc.state.tx.us	4111 Fairmont Parkway	Pasadena	TX	77504	281-454-2300
TX Workforce Solutions Vocational Rehabilitation - Port Arthur	Gregory Steward	gregory.steward@setworks.org	4680 Highway 365	Port Arthur	TX	77642	409-962-1236
TX Workforce Solutions Vocational Rehabilitation - Rosenberg	Shawna Jennings	tashara.jennings@twc.state.tx.us	117 Lane Drive	Rosenberg	TX	77471	800-687-8583
TX Workforce Solutions Vocational Rehabilitation - San Marcos	Laura Lacour	laura.lacour@twc.state.tx.us	1901 Dutton Drive	San Marcos	TX	78665	512-396-7929
TX Workforce Solutions Vocational Rehabilitation - Seguin	General Contact	Seguin@wslamo.org	1500 East Court Street	Seguin	TX	78155	830-379-4244
TX Workforce Solutions Vocational Rehabilitation - Walzem	General Contact	Walzem@wslamo.org	4615 Walzem Road	San Antonio	TX	78218	210-822-7640
U.S. Department of Veterans Affairs-Houston Regional Office	Roberta Ardoin	roberta.ardoin@va.gov	2002 Holcombe Boulevard	Houston	TX	7730	800-827-1000
U.S. Department of Veterans Affairs	Anna Thomas	anna.thomas@va.gov	5500 East Kellogg Drive	Wichita	KS	67218	913-688-6774
United Cerebral Palsy	Odette Addison	Odette.Addison@cpwestchester.org	1186 King Street	Rye Brook	NY	10573	914-937-3800
University of North Carolina Charlotte	Holly Brantley	Recru@unc.edu	9201 University City Boulevard	Charlotte	NC	28223	704-687-8622
University of Hartford	Marsha Gaulin	gaulin@hartford.edu	200 Bloomfield Ave	West Hartford	CT	06117-1599	860-748-4100
University of Texas at Austin, College of Liberal Arts	Amia Soumy	recru@ustin.utexas.edu	305 E 23rd St	Austin	TX	78715	512-471-3434
Upwardly Global - Chicago	Bethany Atkins	bethanya@upwardlyglobal.org	123 West Madison Street	Chicago	IL	60602	312-431-1923
Upwardly Global - Chicago	Fahad Al Nimrah	bethanya@upwardlyglobal.org	123 West Madison Street	Chicago	IL	60602	312-431-1923
Urban League of Central Carolinas	Carl Moore	carl.moore@urbanleagueuc.org	740 West 5th Street	Charlotte			

2022 FCC Outreach Sources

FCC Unit: 13551 Southern Texas

Community Organization Recipient	Recipient Name	Recipient Email(s)	Organization Street Address	Organization City	Organization State	Organization Zip	Organization Phone
Valley Association for Independent Living	Susan Nelson	snelson@valliv.org	3012 North McCol Road	McAllen	TX	78501	956-668-8245
Vassar College - Women's Resource Center	Danushi Fernando	dfernando@vassar.edu	124 Raymond Avenue	Poughkeepsie	NY	12604	845-437-3521
Veterans County Service Officers Association of Texas - Aransas	Mike Kuertz	mkuertz@aransascounty.org	301 N Live Oak St	Rockport	TX	78382-2744	361-790-0154
Veterans County Service Officers Association of Texas - Bandera	Mary Jo Schaffer	maryjo.schaffer@hotmail.com	Po Box 877	Bandera	TX	78003-0877	830-796-8417
Veterans County Service Officers Association of Texas - BEE	Tony Ferguson	tferguson54@live.com	210 East Corpus Christi Street	Beeville	TX	78102	361-621-1576
Veterans County Service Officers Association of Texas - Cameron	Laura Ortiz	lortiz2@co.cameron.tx.us	964 E Harrison St Rm 126	Brownsville	TX	78520-7123	956-544-0811
Veterans County Service Officers Association of Texas - Comal	Michelle Davis	vetmbd@co.comal.tx.us	345 Landa St Ste 190	New Braunfels	TX	78130-5457	830-221-1170
Veterans County Service Officers Association of Texas - Dimmit	Larry Jasso	larryjasso@yahoo.com	Courthouse	Carizzo Springs	TX	77963-0938	361-945-8221
Veterans County Service Officers Association of Texas - Goliad	JoAnn Ybarbo	jjbarbo@goliadcountytexas.gov	Po Box 938	Goliad	TX	77963-0938	361-945-8221
Veterans County Service Officers Association of Texas - Guadalupe	Mac Allister	bmaccallister@co.guadalupe.tx.us	1101 Elbel Rd	Schertz	TX	78154-2053	210-945-9708
Veterans County Service Officers Association of Texas - Hardin	Kristen White	kwwhite@co.hardin.tx.us	300 West Monroe Street	Kountze	TX	77625	409-246-5126
Veterans County Service Officers Association of Texas - Harris	Vincent Morrison	vincent.morrison@csd.hctx.net	9418 Jensen Dr	Houston	TX	77093-6839	281-876-6600
Veterans County Service Officers Association of Texas - Hays	Jude Prather	jude.prather@co.hays.tx.us	102 N Lbj Dr Ste 207	San Marcos	TX	78666-5699	512-392-8387
Veterans County Service Officers Association of Texas - Hidalgo	Emilio De Los Santos	hcveterans@co.hidalgo.tx.us	2816 S. Bus. 281	Edinburg	TX	78539	956-318-2436
Veterans County Service Officers Association of Texas - Karnes	Alex Caballero	arcabal48@gmail.com	308 N 4th St	Kenedy	TX	78119-2320	830-780-2780
Veterans County Service Officers Association of Texas - Kieberg	Arturo Pecos	pecos1948@gmail.com	700 E King Ave	Kingville	TX	78363-5783	361-595-8552
Veterans County Service Officers Association of Texas - Liberty	Domna Wey	dway@mail.mysed.gov	301 Manchester Road	Poughkeepsie	NY	12603	845-452-5325
Veterans County Service Officers Association of Texas - Montgomery	Karen Thompson	vetstv@mtcx.org	2247 N 1st St	Conroe	TX	77301-1514	936-539-7842
Veterans County Service Officers Association of Texas - Orange	Mark Hammer	mhammer@co.orange.tx.us	10984 Fm 1442	Orange	TX	77630-9707	409-745-1535
Veterans County Service Officers Association of Texas - Travis	Susan Lewis	susan.lewis@co.travis.tx.us	Po Box 1748	Austin	TX	78767-1748	512-854-9340
Veterans County Service Officers Association of Texas - Willacy	Michelle Oviedo	movieo26@gmail.com	170 N 3rd St	Raymondville	TX	78850-1940	956-689-3321
Veterans County Service Officers Association of Texas - Williamson	Karen Walker	karen.walker@wilco.org	3151 Se Inner Loop Ste C	Georgetown	TX	78626-6343	512-943-1900
Veterans County Service Officers Association of Texas - Zavala	Pablo Aguilon	hawg_02@yahoo.com	200 E Uvalde Ste 9	Cystal City	TX	78839-3547	830-554-7090
Vocational Rehabilitation - Lake Charles Region	Terri Beard	TBeard1@lvc.la.gov	3616 Kirkman St	Lake Charles	LA	70607-3006	337-475-8038
Vocational Rehabilitation - Mid-Hudson District Office	Valerie Cosgrove	dway@mail.mysed.gov	301 Manchester Road	Poughkeepsie	NY	12603	845-452-5325
Vocational Rehabilitation-Albermarle	Susan Carter	dvr.web.W3200@dhs.nc.gov	702 Henson St	Albemarle	NC	28001-4379	704-982-8124
Vocational Rehabilitation-Charlotte	Donna Sobotkin	dvr.web.W0200@dhs.nc.gov	5501 Executive Center Dr Ste 20	Charlotte	NC	28221-8885	704-568-8804
Vocational Rehabilitation-Lexington	Office Contact	dvr.web.C2200@dhs.nc.gov	414 Piedmont Dr	Lexington	NC	40504	859-246-2185
Waterbury American Job Center	Michael Mariano	Michael.Mariano@ct.gov	249 Thomaston Avenue	Waterbury	CT	6702	203-437-3380
Wayland Baptist University - Lubbock	Rosemary Hendley	hendleyr@wbu.edu	801 N Quaker Ave	Lubbock	TX	79416-2408	806-785-9285
Winnboro One Stop Workforce Center	Kay Holycross	kholycross@dew.sc.gov	414 S Congress St	Winnboro	SC	29180-1512	803-633-2292
Wintergarden Women's Shelter, Inc.	Alisha Monoles	alisha_monoles@yahoo.com	201 N 2th St	Carizzo Springs	TX	78834-3103	830-876-9656
Women Together Foundation, Inc.	Estelita Deanda	womento@twf.net	511 N Cynthia St	McAllen	TX	78501-8712	956-604-8378
Women's Center - SMU	Wendelin Donahue	wdonahue@smu.edu	3140 Dyer St	Dallas	TX	75205-1977	214-768-4792
Women's Resource Center - UTEP	Shannon Osbourne	wrc@utep.edu	500 W University # Ave	El Paso	TX	79968-8900	915-747-5291
Workforce Alliance - Hamden Center	Jarett Esposito	Jarett.Esposito@ct.gov	37 Marne Street	Hamden	CT	6514	203-859-3412
Workforce Solutions - Astrodome	Acie Evans	acie.evans@tvc.state.tx.us	9315 Stella Link Road	Houston	TX	77025	713-661-3220
Workforce Solutions - Astrodome	Alvin Rabsatt	acie.evans@tvc.state.tx.us	9315 Stella Link Road	Houston	TX	77025	713-661-3220
Workforce Solutions - Baytown	Michelle Lopez	michelle.lopez@tvc.texas.gov	6952 Garth Rd	Baytown	TX	77521-9646	281-691-9524
Workforce Solutions - Capital Area East	Dale York	dale.york@tvc.texas.gov	3401 Webberville Road	Austin	TX	78702	512-223-5417
Workforce Solutions - Coastal Bend	Karen Casey	karen.casey@tvc.texas.gov	520 N Staples St	Corpus Christi	TX	78401-2414	361-682-7491
Workforce Solutions - Conroe	Diane Keller	Diane.Keller@wfsolutions.com	2018 Interstate 45 North	Conroe	TX	77301	936-441-0037
Workforce Solutions - Humble	Amy Cramer	amy.cramer@tvc.texas.gov	9668 Fm 1960 Bypass Rd W	Humble	TX	77338-4040	281-446-4837
Workforce Solutions - Lake Jackson	Earnestine Woolsey	Earnestine.woolsey@tvc.texas.gov	TX-332 #206	Lake Jackson	TX	77566	979-297-6400
Workforce Solutions - Middle Rio Grande	Joe Cruz	joe.cruz@mrfdc.org	307 W Nopal St	Carrizo Springs	TX	78834-3211	830-876-1224
Workforce Solutions - Middle Rio Grande	Minerva Castillo	joe.cruz@mrfdc.org	307 W Nopal St	Carrizo Springs	TX	78834-3211	830-876-1224
Workforce Solutions - Middle Rio Grande	Minerva Castillo	joe.cruz@mrfdc.org	401 W Zavala St	Cystal City	TX	78834-3211	830-876-1224
Workforce Solutions - Middle Rio Grande	Sandra Jacobs	joe.cruz@mrfdc.org	216 West Main Street	Uvalde	TX	78834-3211	830-876-1224
Workforce Solutions - Northline	Ingrid Martin	ingrid.martin@wfsolutions.com	4424 North Fey	Houston	TX	77022	713-692-7555
Workforce Solutions - Northshore	Myeshia Wilcox	Myeshia.Wilcox@tvc.texas.gov	14355 Wallisville Rd	Houston	TX	77049-4134	281-458-1155
Workforce Solutions - Northshore	Tara Bradley	Myeshia.Wilcox@tvc.texas.gov	14355 Wallisville Rd	Houston	TX	77049-4134	281-458-1155
Workforce Solutions - Rosenberg	Gary Wilson	Gary.Wilson@tvc.texas.gov	28000 Southwest Freeway	Rosenberg	TX	77471	281-344-0279
Workforce Solutions - Rural Capital Area	Angela Martinez	angela.martinez@ruralcapital.net	117 N Main St	Lockhart	TX	78644-2119	512-398-3491
Workforce Solutions - South	James Juarez	James.Juarez@tvc.texas.gov	6505 Burleson Rd	Austin	TX	78744-2315	512-381-4200
Workforce Solutions - South	Paul Julio	James.Juarez@tvc.texas.gov	6505 Burleson Rd	Austin	TX	78744-2315	512-381-4200
Workforce Solutions - Southwest	James Smith	james.smith@tvc.state.tx.us	12710 Bissonnet Street	Houston	TX	77099	281-564-2660
Workforce Solutions - Texas City	Orlando Archibald	orlando.archibald@tvc.texas.gov	2549 Palmer Hwy	Texas City	TX	77590-6513	409-949-9055
Workforce Solutions - West Hidalgo	Gerardo Garza	gerardo.garza@tvc.state.tx.us	2290 West Pike Blvd. Suite 100	Cleaveland	TX	78956	956-969-6100
Workforce Solutions - West Hidalgo	April Howell	april.howell@wfsolutions.org	901 West Travis Suite 7	Mission	TX	78572	956-519-4301
Workforce Solutions - West Hidalgo	Pedro Ramirez	april.howell@wfsolutions.org	901 West Travis Suite 7	Mission	TX	78572	956-519-4301
Workforce Solutions - West Hidalgo	Clemente Rodriguez	clemente.rodriguez@tvc.state.tx.us	6723 South Flores Street	San Antonio	TX	78221	210-928-9385
Workforce Solutions - West Hidalgo	Della Lopez	della.lopez@tvc.texas.gov	6723 S Flores St Ste 100	San Antonio	TX	78221-1741	210-582-1749
Workforce Solutions - West Hidalgo	Gregory Pyrek	della.lopez@tvc.texas.gov	6723 S Flores St Ste 100	San Antonio	TX	78221-1741	210-582-1749
Workforce Solutions - West Hidalgo	Mark Renninger	della.lopez@tvc.texas.gov	6723 S Flores St Ste 100	San Antonio	TX	78221-1741	210-582-1749
Workforce Solutions - West Hidalgo	Victor Barnes	della.lopez@tvc.texas.gov	6723 S Flores St Ste 100	San Antonio	TX	78221-1741	210-582-1749
Workforce Solutions - West Hidalgo	Charles Benson	charles.benson@tvc.texas.gov	7008 Marbach Rd	San Antonio	TX	78227-1940	210-582-1854
Workforce Solutions - West Hidalgo	Ray Curiel	charles.benson@tvc.texas.gov	7008 Marbach Rd	San Antonio	TX	78227-1940	210-582-1854
Workforce Solutions - West Hidalgo	Richard Guerrero	charles.benson@tvc.texas.gov	7008 Marbach Rd	San Antonio	TX	78227-1940	210-582-1854
Workforce Solutions - West Hidalgo	Todd Arend	charles.benson@tvc.texas.gov	7008 Marbach Rd	San Antonio	TX	78227-1940	210-582-1854
Workforce Solutions - West Hidalgo	Patrick Driscoll	patrick.driscoll@tvc.texas.gov	4535 E Houston St	San Antonio	TX	78220-1701	210-581-0177
Workforce Solutions - West Hidalgo	Joel Hart	joel.hart@tvc.texas.gov	183 S Interstate 35	New Braunfels	TX	78130-4817	830-629-2010
Workforce Solutions - West Hidalgo	James Szecsi	James.szecsi@tvc.texas.gov	4615 Walzem Rd Ste 100	San Antonio	TX	78218-1668	210-582-1645
Workforce Solutions - West Hidalgo	Laurie Pimentel Johnson	James.szecsi@tvc.texas.gov	4615 Walzem Rd Ste 100	San Antonio	TX	78218-1668	210-582-1645
Workforce Solutions - West Hidalgo	Mark Renninger	James.szecsi@tvc.texas.gov	4615 Walzem Rd Ste 100	San Antonio	TX	78218-1668	210-582-1645
Workforce Solutions - West Hidalgo	Lisa Simpson	lisa.simpson@tvc.texas.gov	6505 Airport Boulevard	Austin	TX	78752	512-454-9475
Workforce Solutions - West Hidalgo	Lee Pendleton	lee.pendleton@wfsolutions.com	3401 Webberville Road	Austin	TX	78702	512-223-5400
Workforce Solutions - West Hidalgo	Tony Ramirez	tony.ramirez@tvc.texas.gov	3401 Webberville Rd	Austin	TX	78702-3004	512-223-5400
Workforce Solutions - West Hidalgo	Patricia Barrera	patricia.barrera@southtexasworkforce.org	2389 E Saunders St	Laredo	TX	78041-5434	956-794-6496
Workforce Solutions - West Hidalgo	Melissa Carter	melissa.carter@networks.org	4680 Hwy 365	Port Arthur	TX	77642	409-962-1236
Workforce Solutions - West Hidalgo	Michelle Lopez	melissa.carter@networks.org	4680 Hwy 365	Port Arthur	TX	77642	409-962-1236
Workforce Solutions - West Hidalgo	Glynn Gatlin	Glynn.Gatlin@tvc.state.tx.us	304 Pearl St	Beaumont	TX	77701-2415	409-839-8045
Workforce Solutions - West Hidalgo	V Deleon	vdeleon@wsalamo.org	740 18th St	Hondo	TX	78861-1919	830-426-8111
Workforce Solutions - West Hidalgo	Aleshia Jamison	aleshia.jamison@tvc.state.tx.us	8373 Westheimer Road	Houston	TX	77063	713-953-9211
Workforce Solutions - West Hidalgo	Shawn Lott	aleshia.jamison@tvc.state.tx.us	8373 Westheimer Road	Houston	TX	77063	713-953-9211
Workforce Solutions - West Hidalgo	Jo Ikard	jo.ikard@tvc.texas.gov	70 FM 1960 West Ste A	Houston	TX	77090	281-891-2850
Workforce Solutions - West Hidalgo	Lois McAdams-Crouch	jo.ikard@tvc.texas.gov	70 FM 1960 West Ste A	Houston	TX	77090	281-891-2850
Workforce Solutions - West Hidalgo	Willie Cooper	jo.ikard@tvc.texas.gov	70 FM 1960 West Ste A	Houston	TX	77090	281-891-2850
Workforce Solutions - West Hidalgo	Jessica Buerger	jessica.buerger@tvc.texas.gov	202 S C M Allen Pkwy # 3	San Marcos	TX	78666-6327	512-392-1291
Workforce Solutions - West Hidalgo	Marcus Barnes	jariver@woundedwarriorproject.org	12672 Silicon Dr	San Antonio	TX	80326-1085	904-451-8200
Workforce Solutions - West Hidalgo	Eliza Whalen	eliza.whelen@yale.edu	409 Prospect St	New Haven	CT	06511-2167	203-432-5360
Workforce Solutions - West Hidalgo	DeeDee McCollough	dmccollough@yorktech.edu	452 Anderson Rd 5	Rock Hill	SC	29730-7318	803-327-8006
Workforce Solutions - West Hidalgo	Theresa Tate	theresatate@att.net	543 Longmeadow St	Beaumont	TX	77707-1820	409-842-9463
Workforce Solutions - West Hidalgo	Marolyn Schneider	adminyca@wyccacc.org	4601 Corona Dr	Corpus Christi	TX	78411-5400	361-857-5661

2022 FCC Source Evaluation Report

FCC Unit: 13551 Southern Texas

Source	Applicant Count	Interview Count	Hire Count
Ad - Broadcasting and Cable	3	2	2
Ad - Print	4	4	3
Ad - TV Commercial Advertisement	23	16	11
Brazen	1	1	1
Campaign - Indeed	429	356	204
Contractor - Conversion	19	2	1
Direct Sourcing - ATS	56	45	34
Direct Sourcing - Careerbuilder	1	1	1
Direct Sourcing - Indeed	197	164	102
Direct Sourcing - Introduce Yourself	1	1	0
Direct Sourcing - Line Networking	21	19	12
Direct Sourcing - LinkedIn	2	2	2
Direct Sourcing - Other	19	16	12
Direct Sourcing - Recruiter Networking	18	9	4
Former Employee - Rehire	140	106	82
Internal - Internal Hire	66	55	1
Internet - Facebook.com	14	12	6
Internet - Glassdoor.com	7	4	3
Internet - Google	53	42	22
Internet - Indeed	1351	1057	791
Internet - LinkedIn	15	9	7
Internet - Other	22	16	14
Internet - SimplyHired	1	1	1
Internet - Ziprecruiter	31	26	18
Job Fair - External	19	19	13
Job Fair - Internal	61	47	14
Job Fair - Military/Veterans	3	3	1
Organization - College Diversity Organization	2	1	1
Organization - Military/Veteran	3	3	3
Other	25	16	11
Referral - Employee Referral	628	536	442
Referral - Manager Referral	19	17	15
TextRecruit TextApply Ad	1	1	0
Website - External Career Site	49514	4838	1158
Total	52769	7447	2992

2022 FCC Source Report

FCC Unit: 13551 Southern Texas

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
276715BR	Sup, Resi Inbound Sales	Direct Sourcing - ATS	1	1	1
276715BR	Sup, Resi Inbound Sales	Website - External Career Site	51	15	0
278269BR	Residential Inbound Sales Rep	Ad - TV Commercial Advertisement	1	1	1
278269BR	Residential Inbound Sales Rep	Campaign - Indeed	51	51	21
278269BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	21	21	10
278269BR	Residential Inbound Sales Rep	Direct Sourcing - Line Networking	2	2	1
278269BR	Residential Inbound Sales Rep	Direct Sourcing - Recruiter Networking	1	1	1
278269BR	Residential Inbound Sales Rep	Former Employee - Rehire	1	1	1
278269BR	Residential Inbound Sales Rep	Internet - Google	1	1	0
278269BR	Residential Inbound Sales Rep	Internet - Indeed	4	4	2
278269BR	Residential Inbound Sales Rep	Referral - Employee Referral	18	18	12
278269BR	Residential Inbound Sales Rep	Website - External Career Site	410	11	1
279116BR	Sup, Customer Service	Website - External Career Site	57	8	1
279366BR	Sales Support Coordinator I	Campaign - Indeed	5	5	5
279366BR	Sales Support Coordinator I	Direct Sourcing - Indeed	4	4	3
279366BR	Sales Support Coordinator I	Direct Sourcing - Other	2	2	2
279366BR	Sales Support Coordinator I	Former Employee - Rehire	2	2	2
279366BR	Sales Support Coordinator I	Internal - Internal Hire	5	5	0
279366BR	Sales Support Coordinator I	Internet - Indeed	8	8	5
279366BR	Sales Support Coordinator I	Internet - Ziprecruiter	2	2	2
279366BR	Sales Support Coordinator I	Referral - Employee Referral	3	3	3
279366BR	Sales Support Coordinator I	Website - External Career Site	197	24	2
280192BR	Credit Services Associate	Referral - Employee Referral	1	1	1
280192BR	Credit Services Associate	Website - External Career Site	72	3	0
280269BR	Residential Retention Rep	Direct Sourcing - ATS	1	1	0
280269BR	Residential Retention Rep	Direct Sourcing - Other	1	1	1
280269BR	Residential Retention Rep	Internal - Internal Hire	1	1	0
280269BR	Residential Retention Rep	Internet - Indeed	29	29	22
280269BR	Residential Retention Rep	Referral - Employee Referral	16	16	15
280269BR	Residential Retention Rep	Website - External Career Site	199	3	1
280590BR	Credit Svcs Prof - Prior Debt	Internal - Internal Hire	1	1	0
280590BR	Credit Svcs Prof - Prior Debt	Internet - LinkedIn	1	1	1
280590BR	Credit Svcs Prof - Prior Debt	Website - External Career Site	64	5	1
281189BR	Residential Inbound Sales Rep	Campaign - Indeed	26	26	26
281189BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	3	3	3
281189BR	Residential Inbound Sales Rep	Direct Sourcing - Line Networking	1	1	1
281189BR	Residential Inbound Sales Rep	Internet - Facebook.com	1	1	1
281189BR	Residential Inbound Sales Rep	Internet - Indeed	2	2	2
281189BR	Residential Inbound Sales Rep	Internet - LinkedIn	1	1	1
281189BR	Residential Inbound Sales Rep	Internet - Other	1	1	1
281189BR	Residential Inbound Sales Rep	Organization - Military/Veteran	1	1	1
281189BR	Residential Inbound Sales Rep	Referral - Employee Referral	11	11	11
281189BR	Residential Inbound Sales Rep	Website - External Career Site	318	34	3
281474BR	Rep 1, Cust Svc Video Repair	Internet - Google	2	2	2
281474BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	17	17	17
281474BR	Rep 1, Cust Svc Video Repair	Internet - Other	1	1	1
281474BR	Rep 1, Cust Svc Video Repair	Internet - Ziprecruiter	1	1	1
281474BR	Rep 1, Cust Svc Video Repair	Referral - Employee Referral	8	8	8
281474BR	Rep 1, Cust Svc Video Repair	Website - External Career Site	651	35	5
281642BR	Sales Activation Specialist I	Internet - Indeed	3	3	3
281642BR	Sales Activation Specialist I	Referral - Employee Referral	2	2	2
281642BR	Sales Activation Specialist I	Website - External Career Site	115	8	3
281906BR	Direct Sales Rep	Campaign - Indeed	7	7	7
281906BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	1
281906BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
281906BR	Direct Sales Rep	Website - External Career Site	129	10	0
281935BR	Rep 1, Cust Svc Video Repair	Internet - Google	2	2	2
281935BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	15	15	15
281935BR	Rep 1, Cust Svc Video Repair	Referral - Employee Referral	8	8	8
281935BR	Rep 1, Cust Svc Video Repair	Website - External Career Site	892	34	1
282323BR	Residential Retention Rep	Direct Sourcing - Indeed	2	2	2
282323BR	Residential Retention Rep	Former Employee - Rehire	2	2	2
282323BR	Residential Retention Rep	Internet - Indeed	16	16	16
282323BR	Residential Retention Rep	Referral - Employee Referral	24	24	24
282323BR	Residential Retention Rep	Website - External Career Site	396	37	0
282327BR	EAM-Enterprise Account Manager	Direct Sourcing - LinkedIn	1	1	1
282327BR	EAM-Enterprise Account Manager	Website - External Career Site	19	3	0
282347BR	Rep, SMB Telesales	Former Employee - Rehire	1	1	1

2022 FCC Source Report

FCC Unit: 13551 Southern Texas

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
282347BR	Rep, SMB Telesales	Internet - Indeed	4	4	4
282347BR	Rep, SMB Telesales	Website - External Career Site	338	18	5
282854BR	Field Technician II	Internet - Indeed	1	1	1
282854BR	Field Technician II	Website - External Career Site	68	21	0
282933BR	Direct Sales Rep	Former Employee - Rehire	1	1	1
282933BR	Direct Sales Rep	Website - External Career Site	33	11	0
282957BR	Direct Sales Rep	Campaign - Indeed	5	5	5
282957BR	Direct Sales Rep	Job Fair - External	4	4	4
282957BR	Direct Sales Rep	Referral - Employee Referral	3	3	3
282957BR	Direct Sales Rep	Website - External Career Site	86	26	0
282998BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
282998BR	Direct Sales Rep	Website - External Career Site	25	1	0
283003BR	Multi-Tenant Sales Rep	Campaign - Indeed	1	1	1
283003BR	Multi-Tenant Sales Rep	Website - External Career Site	62	3	0
283097BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	10	10	10
283097BR	Rep 1, Cust Svc Video Repair	Referral - Employee Referral	2	1	2
283097BR	Rep 1, Cust Svc Video Repair	Website - External Career Site	403	15	13
283117BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	18	18	18
283117BR	Rep 1, Cust Svc Video Repair	Website - External Career Site	467	10	0
283349BR	Account Executive	Internet - Indeed	1	1	1
283349BR	Account Executive	Website - External Career Site	47	14	0
283447BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
283447BR	Direct Sales Rep	Website - External Career Site	23	0	0
283538BR	HR Coordinator	Organization - Military/Veteran	1	1	1
283538BR	HR Coordinator	Website - External Career Site	113	4	0
283650BR	Store Specialist	Internet - Indeed	1	1	1
283650BR	Store Specialist	Website - External Career Site	19	1	0
283653BR	Store Specialist	Internet - Indeed	1	1	1
283653BR	Store Specialist	Website - External Career Site	21	1	0
283770BR	Residential Inbound Sales Rep	Campaign - Indeed	16	16	16
283770BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	3	3	3
283770BR	Residential Inbound Sales Rep	Direct Sourcing - Line Networking	1	1	1
283770BR	Residential Inbound Sales Rep	Former Employee - Rehire	1	1	1
283770BR	Residential Inbound Sales Rep	Internet - Indeed	2	2	2
283770BR	Residential Inbound Sales Rep	Internet - Ziprecruiter	2	2	2
283770BR	Residential Inbound Sales Rep	Referral - Employee Referral	4	4	4
283770BR	Residential Inbound Sales Rep	Website - External Career Site	465	44	2
284172BR	Facilities Assistant II	Referral - Employee Referral	1	1	1
284172BR	Facilities Assistant II	Website - External Career Site	24	2	0
284217BR	Assoc Technical Specialist	Internet - Ziprecruiter	1	1	1
284217BR	Assoc Technical Specialist	Website - External Career Site	46	3	0
284250BR	DOJ Rep I	Direct Sourcing - ATS	9	9	9
284250BR	DOJ Rep I	Direct Sourcing - Indeed	10	10	10
284250BR	DOJ Rep I	Direct Sourcing - Other	1	1	1
284250BR	DOJ Rep I	Former Employee - Rehire	3	3	3
284250BR	DOJ Rep I	Organization - Military/Veteran	1	1	1
284250BR	DOJ Rep I	Referral - Employee Referral	1	1	1
284250BR	DOJ Rep I	Website - External Career Site	218	75	0
284252BR	Sup, Day of Job	Internet - LinkedIn	1	1	1
284252BR	Sup, Day of Job	Website - External Career Site	89	33	0
284315BR	Account Executive	Referral - Employee Referral	1	1	1
284315BR	Account Executive	Website - External Career Site	13	3	0
284346BR	Dir, Human Resources	Website - External Career Site	46	4	1
284357BR	Direct Sales Rep	Campaign - Indeed	2	2	2
284357BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
284357BR	Direct Sales Rep	Website - External Career Site	23	3	0
284460BR	Rep 1, Cust Svc Video Repair	Ad - TV Commercial Advertisement	2	2	2
284460BR	Rep 1, Cust Svc Video Repair	Direct Sourcing - Line Networking	1	1	1
284460BR	Rep 1, Cust Svc Video Repair	Internet - Google	1	1	1
284460BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	17	17	17
284460BR	Rep 1, Cust Svc Video Repair	Other	1	1	1
284460BR	Rep 1, Cust Svc Video Repair	Referral - Employee Referral	6	6	6
284460BR	Rep 1, Cust Svc Video Repair	Referral - Manager Referral	1	1	1
284460BR	Rep 1, Cust Svc Video Repair	Website - External Career Site	772	23	0
284545BR	Credit Srvc Prof - Recovery	Former Employee - Rehire	1	1	1
284545BR	Credit Srvc Prof - Recovery	Referral - Employee Referral	3	3	3
284545BR	Credit Srvc Prof - Recovery	Website - External Career Site	76	13	0
284579BR	Sales Activation Specialist I	Former Employee - Rehire	1	1	1

2022 FCC Source Report

FCC Unit: 13551 Southern Texas

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
284579BR	Sales Activation Specialist I	Internet - Indeed	3	3	3
284579BR	Sales Activation Specialist I	Job Fair - Military/Veterans	1	1	1
284579BR	Sales Activation Specialist I	Referral - Employee Referral	2	2	2
284579BR	Sales Activation Specialist I	Website - External Career Site	137	15	1
284815BR	Field Technician II	Website - External Career Site	174	15	1
284818BR	Field Technician II	Internet - Indeed	9	9	9
284818BR	Field Technician II	Website - External Career Site	215	10	1
284839BR	Store Specialist	Internet - Indeed	2	2	2
284839BR	Store Specialist	Referral - Employee Referral	1	1	1
284839BR	Store Specialist	Website - External Career Site	218	7	0
284847BR	Store Specialist	Direct Sourcing - Indeed	1	1	1
284847BR	Store Specialist	Website - External Career Site	61	4	0
284855BR	Store Specialist	Direct Sourcing - Indeed	1	1	1
284855BR	Store Specialist	Website - External Career Site	12	0	0
284856BR	Store Specialist	Referral - Employee Referral	1	1	1
284856BR	Store Specialist	Website - External Career Site	50	2	0
284889BR	Asst Mgr, Store	Former Employee - Rehire	1	1	1
284889BR	Asst Mgr, Store	Website - External Career Site	5	1	0
284892BR	Store Specialist	Internet - Indeed	1	1	1
284892BR	Store Specialist	Website - External Career Site	38	2	0
284922BR	Stores Sales Advisor	Referral - Employee Referral	1	1	1
284922BR	Stores Sales Advisor	Website - External Career Site	29	1	0
284981BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
284981BR	Direct Sales Rep	Website - External Career Site	7	0	0
285043BR	Rep, SMB Telesales	Former Employee - Rehire	1	1	1
285043BR	Rep, SMB Telesales	Internet - Indeed	4	4	4
285043BR	Rep, SMB Telesales	Referral - Employee Referral	7	7	7
285043BR	Rep, SMB Telesales	Website - External Career Site	330	23	2
285061BR	Mgr, Direct Sales	Direct Sourcing - Line Networking	1	1	1
285061BR	Mgr, Direct Sales	Website - External Career Site	16	1	0
285113BR	Sup, Resi Inbound Sales	Direct Sourcing - ATS	1	1	1
285113BR	Sup, Resi Inbound Sales	Referral - Employee Referral	1	1	1
285113BR	Sup, Resi Inbound Sales	Website - External Career Site	43	13	0
285178BR	Human Resources Generalist	Internet - Indeed	1	1	1
285178BR	Human Resources Generalist	Website - External Career Site	37	8	0
285240BR	Residential Retention Rep	Former Employee - Rehire	1	1	1
285240BR	Residential Retention Rep	Internet - Indeed	24	24	24
285240BR	Residential Retention Rep	Referral - Employee Referral	23	23	23
285240BR	Residential Retention Rep	Website - External Career Site	500	21	0
285367BR	Account Executive	Website - External Career Site	24	5	1
285480BR	Credit Srvc Prof - Prior Debt	Direct Sourcing - ATS	1	1	1
285480BR	Credit Srvc Prof - Prior Debt	Referral - Employee Referral	1	1	1
285480BR	Credit Srvc Prof - Prior Debt	Website - External Career Site	77	6	0
285523BR	Mgr, Human Resources	Former Employee - Rehire	1	1	1
285523BR	Mgr, Human Resources	Website - External Career Site	85	1	0
285548BR	Direct Sales Rep	Campaign - Indeed	3	2	3
285548BR	Direct Sales Rep	Website - External Career Site	240	10	0
285550BR	Direct Sales Rep	Campaign - Indeed	13	13	13
285550BR	Direct Sales Rep	Website - External Career Site	149	28	0
285552BR	Direct Sales Rep	Direct Sourcing - Other	2	2	2
285552BR	Direct Sales Rep	Internet - Indeed	5	5	5
285552BR	Direct Sales Rep	Referral - Employee Referral	2	2	2
285552BR	Direct Sales Rep	Website - External Career Site	47	17	1
285555BR	Direct Sales Rep	Campaign - Indeed	1	1	1
285555BR	Direct Sales Rep	Direct Sourcing - Other	1	1	1
285555BR	Direct Sales Rep	Website - External Career Site	21	4	0
285671BR	Business Analyst	Former Employee - Rehire	1	1	1
285671BR	Business Analyst	Website - External Career Site	125	3	0
285855BR	Account Executive	Direct Sourcing - LinkedIn	1	1	1
285855BR	Account Executive	Website - External Career Site	4	0	0
285978BR	Sup, Customer Service	Referral - Employee Referral	1	1	1
285978BR	Sup, Customer Service	Website - External Career Site	62	10	0
286058BR	Store Specialist	Referral - Employee Referral	1	1	1
286058BR	Store Specialist	Website - External Career Site	28	7	0
286163BR	Multi-Tenant Sales Rep	Campaign - Indeed	2	2	2
286163BR	Multi-Tenant Sales Rep	Website - External Career Site	48	18	0
286262BR	Residential Inbound Sales Rep	Campaign - Indeed	4	4	4
286262BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	4	4	4

2022 FCC Source Report

FCC Unit: 13551 Southern Texas

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
286262BR	Residential Inbound Sales Rep	Former Employee - Rehire	1	1	1
286262BR	Residential Inbound Sales Rep	Internet - Indeed	5	5	5
286262BR	Residential Inbound Sales Rep	Referral - Employee Referral	3	3	3
286262BR	Residential Inbound Sales Rep	Website - External Career Site	344	31	3
286645BR	Store Specialist	Website - External Career Site	92	2	1
286652BR	Sup, Resi Retention	Referral - Employee Referral	1	1	1
286652BR	Sup, Resi Retention	Website - External Career Site	67	8	0
286709BR	Account Executive	Internet - Indeed	1	1	1
286709BR	Account Executive	Website - External Career Site	11	0	0
286720BR	Direct Sales Rep	Campaign - Indeed	1	1	1
286720BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
286720BR	Direct Sales Rep	Website - External Career Site	13	2	0
286736BR	Human Resources Generalist	Referral - Manager Referral	1	1	1
286736BR	Human Resources Generalist	Website - External Career Site	109	2	0
286787BR	Sales Activation Specialist I	Internet - Indeed	1	1	1
286787BR	Sales Activation Specialist I	Website - External Career Site	36	5	1
286791BR	Sales Activation Specialist I	Campaign - Indeed	2	2	2
286791BR	Sales Activation Specialist I	Internet - Indeed	4	4	4
286791BR	Sales Activation Specialist I	Referral - Employee Referral	2	2	2
286791BR	Sales Activation Specialist I	Website - External Career Site	146	19	1
286854BR	Human Resources Generalist	Former Employee - Rehire	1	1	1
286854BR	Human Resources Generalist	Website - External Career Site	92	3	0
286954BR	Rep, SMB Telesales	Direct Sourcing - Careerbuilder	1	1	1
286954BR	Rep, SMB Telesales	Internet - Other	2	2	2
286954BR	Rep, SMB Telesales	Referral - Employee Referral	2	2	2
286954BR	Rep, SMB Telesales	Website - External Career Site	313	12	0
287021BR	Rep 1, Cust Svc Video Repair	Direct Sourcing - Line Networking	1	1	1
287021BR	Rep 1, Cust Svc Video Repair	Internet - Facebook.com	1	1	1
287021BR	Rep 1, Cust Svc Video Repair	Internet - Google	1	1	1
287021BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	19	19	19
287021BR	Rep 1, Cust Svc Video Repair	Referral - Employee Referral	3	3	3
287021BR	Rep 1, Cust Svc Video Repair	Website - External Career Site	415	28	2
287249BR	Store Specialist	Referral - Employee Referral	3	3	3
287249BR	Store Specialist	Website - External Career Site	100	1	1
287250BR	Account Executive	Referral - Employee Referral	1	1	1
287250BR	Account Executive	Website - External Career Site	12	1	0
287258BR	Store Specialist	Internet - Indeed	2	2	2
287258BR	Store Specialist	Internet - Ziprecruiter	1	1	1
287258BR	Store Specialist	Website - External Career Site	47	1	0
287262BR	Store Specialist	Internet - Indeed	1	1	1
287262BR	Store Specialist	Website - External Career Site	33	0	0
287268BR	Store Specialist	Referral - Employee Referral	1	1	1
287268BR	Store Specialist	Website - External Career Site	29	1	0
287375BR	Sup, Direct Sales	Referral - Manager Referral	1	1	1
287375BR	Sup, Direct Sales	Website - External Career Site	12	6	0
287502BR	Acct Exec, Comm Sol	Website - External Career Site	68	3	1
287533BR	Field Technician II	Former Employee - Rehire	1	1	1
287533BR	Field Technician II	Internet - Indeed	3	3	3
287533BR	Field Technician II	Referral - Employee Referral	2	2	2
287533BR	Field Technician II	Website - External Career Site	147	26	1
287785BR	Direct Sales Rep	Campaign - Indeed	2	2	2
287785BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
287785BR	Direct Sales Rep	Website - External Career Site	53	14	0
287802BR	Store Specialist	Former Employee - Rehire	1	1	1
287802BR	Store Specialist	Website - External Career Site	7	0	0
287807BR	Store Specialist	Referral - Employee Referral	1	1	1
287807BR	Store Specialist	Website - External Career Site	13	0	0
287818BR	Store Specialist	Referral - Employee Referral	3	3	3
287818BR	Store Specialist	Website - External Career Site	147	0	0
287836BR	Sr Billing Support Analyst	Former Employee - Rehire	1	1	1
287836BR	Sr Billing Support Analyst	Website - External Career Site	12	0	0
287889BR	Credit Svcs Prof - Recovery	Direct Sourcing - ATS	1	1	1
287889BR	Credit Svcs Prof - Recovery	Direct Sourcing - Indeed	3	3	3
287889BR	Credit Svcs Prof - Recovery	Internet - Indeed	1	1	1
287889BR	Credit Svcs Prof - Recovery	Referral - Employee Referral	4	4	4
287889BR	Credit Svcs Prof - Recovery	Website - External Career Site	100	13	0
287961BR	Store Specialist	Referral - Employee Referral	1	1	1
287961BR	Store Specialist	Website - External Career Site	15	3	1

2022 FCC Source Report

FCC Unit: 13551 Southern Texas

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
288070BR	Credit Services Specialist	Direct Sourcing - ATS	1	1	1
288070BR	Credit Services Specialist	Website - External Career Site	35	1	0
288189BR	Multi-Tenant Sales Rep	Job Fair - External	4	4	4
288189BR	Multi-Tenant Sales Rep	Website - External Career Site	14	6	0
288349BR	Account Executive	Former Employee - Rehire	3	3	3
288349BR	Account Executive	Referral - Employee Referral	1	1	1
288349BR	Account Executive	Website - External Career Site	26	13	0
288354BR	Residential Inbound Sales Rep	Campaign - Indeed	5	5	5
288354BR	Residential Inbound Sales Rep	Direct Sourcing - ATS	1	1	1
288354BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	3	3	3
288354BR	Residential Inbound Sales Rep	Former Employee - Rehire	1	1	1
288354BR	Residential Inbound Sales Rep	Internet - Indeed	1	1	1
288354BR	Residential Inbound Sales Rep	Referral - Employee Referral	8	8	8
288354BR	Residential Inbound Sales Rep	Website - External Career Site	304	18	4
288402BR	Rep 1, Cust Svc Billing	Internet - Indeed	36	34	36
288402BR	Rep 1, Cust Svc Billing	Website - External Career Site	459	35	13
288406BR	Residential Retention Rep	Internet - Indeed	16	16	16
288406BR	Residential Retention Rep	Referral - Employee Referral	10	10	10
288406BR	Residential Retention Rep	Website - External Career Site	478	19	0
288408BR	Store Specialist	Internet - Indeed	1	1	1
288408BR	Store Specialist	Website - External Career Site	31	0	0
288481BR	Store Specialist	Brazen	1	1	1
288481BR	Store Specialist	Direct Sourcing - Other	1	1	1
288481BR	Store Specialist	Website - External Career Site	101	3	0
288647BR	Ent Billing Support Analyst I	Former Employee - Rehire	1	1	1
288647BR	Ent Billing Support Analyst I	Website - External Career Site	49	7	0
288726BR	Direct Sales Rep	Campaign - Indeed	1	1	1
288726BR	Direct Sales Rep	Website - External Career Site	8	0	0
288731BR	Direct Sales Rep	Campaign - Indeed	3	3	3
288731BR	Direct Sales Rep	Direct Sourcing - Other	1	1	1
288731BR	Direct Sales Rep	Job Fair - External	1	1	1
288731BR	Direct Sales Rep	Referral - Employee Referral	6	6	6
288731BR	Direct Sales Rep	Website - External Career Site	69	12	0
288824BR	Sup, Resi Inbound Sales	Website - External Career Site	15	1	1
288856BR	Store Specialist	Referral - Employee Referral	1	1	1
288856BR	Store Specialist	Website - External Career Site	52	1	0
288865BR	Rep, SMB Telesales	Campaign - Indeed	5	5	5
288865BR	Rep, SMB Telesales	Direct Sourcing - Indeed	3	3	3
288865BR	Rep, SMB Telesales	Former Employee - Rehire	2	2	2
288865BR	Rep, SMB Telesales	Internet - Indeed	4	4	4
288865BR	Rep, SMB Telesales	Internet - Other	1	1	1
288865BR	Rep, SMB Telesales	Internet - SimplyHired	1	1	1
288865BR	Rep, SMB Telesales	Referral - Employee Referral	6	6	6
288865BR	Rep, SMB Telesales	Website - External Career Site	377	31	1
288881BR	Store Specialist	Referral - Employee Referral	1	1	1
288881BR	Store Specialist	Website - External Career Site	100	1	0
288911BR	Store Specialist	Internet - Indeed	1	1	1
288911BR	Store Specialist	Referral - Employee Referral	1	1	1
288911BR	Store Specialist	Website - External Career Site	49	1	0
289117BR	Serviceability Specialist I	Internet - Indeed	2	2	2
289117BR	Serviceability Specialist I	Other	1	1	1
289117BR	Serviceability Specialist I	Referral - Employee Referral	1	1	1
289117BR	Serviceability Specialist I	Website - External Career Site	104	7	0
289163BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
289163BR	Direct Sales Rep	Website - External Career Site	11	0	0
289187BR	Credit Services Associate	Former Employee - Rehire	1	1	1
289187BR	Credit Services Associate	Website - External Career Site	10	0	0
289227BR	Account Executive	Referral - Employee Referral	1	1	1
289227BR	Account Executive	Website - External Career Site	10	0	0
289236BR	Multi-Tenant Sales Rep	Direct Sourcing - Indeed	2	2	2
289236BR	Multi-Tenant Sales Rep	Website - External Career Site	9	3	0
289293BR	Store Specialist	Referral - Employee Referral	1	1	1
289293BR	Store Specialist	Website - External Career Site	126	2	0
289353BR	Field Technician II	Internet - Indeed	2	2	2
289353BR	Field Technician II	Referral - Employee Referral	3	3	3
289353BR	Field Technician II	Website - External Career Site	182	31	4
289394BR	Direct Sales Rep	Campaign - Indeed	2	2	2
289394BR	Direct Sales Rep	Website - External Career Site	30	7	0

2022 FCC Source Report

FCC Unit: 13551 Southern Texas

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
289616BR	Field Technician II	Internet - Indeed	1	1	1
289616BR	Field Technician II	Referral - Employee Referral	1	1	1
289616BR	Field Technician II	Website - External Career Site	49	12	1
289764BR	Field Technician II	Internet - Indeed	2	2	2
289764BR	Field Technician II	Referral - Employee Referral	3	3	3
289764BR	Field Technician II	Website - External Career Site	216	28	2
289770BR	Field Technician II	Internet - Indeed	1	1	1
289770BR	Field Technician II	Website - External Career Site	198	15	2
289798BR	Multimedia Journalist	Direct Sourcing - ATS	1	1	1
289798BR	Multimedia Journalist	Direct Sourcing - Recruiter Networking	1	1	0
289798BR	Multimedia Journalist	Website - External Career Site	48	0	0
289880BR	Rep 1, Spectrum Mobile	Internet - Indeed	11	11	11
289880BR	Rep 1, Spectrum Mobile	Website - External Career Site	299	10	0
289917BR	Sup, Resi Inbound Sales	Direct Sourcing - Indeed	1	1	1
289917BR	Sup, Resi Inbound Sales	Website - External Career Site	33	7	0
289985BR	Sales Activation Specialist I	Campaign - Indeed	1	1	1
289985BR	Sales Activation Specialist I	Direct Sourcing - ATS	1	1	1
289985BR	Sales Activation Specialist I	Direct Sourcing - Indeed	2	2	2
289985BR	Sales Activation Specialist I	Internet - Indeed	3	3	3
289985BR	Sales Activation Specialist I	Referral - Employee Referral	1	1	1
289985BR	Sales Activation Specialist I	Website - External Career Site	68	10	0
290005BR	Rep 1, Cust Svc Video Repair	Ad - Print	1	1	1
290005BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	12	12	12
290005BR	Rep 1, Cust Svc Video Repair	Internet - Other	1	1	1
290005BR	Rep 1, Cust Svc Video Repair	Internet - Ziprecruiter	1	1	1
290005BR	Rep 1, Cust Svc Video Repair	Referral - Employee Referral	3	3	3
290005BR	Rep 1, Cust Svc Video Repair	Website - External Career Site	293	20	1
290072BR	Sup, SMB Telesales	Internal - Internal Hire	1	1	1
290072BR	Sup, SMB Telesales	Website - External Career Site	2	0	0
290135BR	EAM-Enterprise Account Manager	Referral - Employee Referral	1	1	1
290135BR	EAM-Enterprise Account Manager	Website - External Career Site	14	2	0
290303BR	Credit Svcs Prof - Prior Debt	Internet - Indeed	1	1	1
290303BR	Credit Svcs Prof - Prior Debt	Website - External Career Site	30	2	0
290304BR	Credit Svcs Prof - Recovery	Direct Sourcing - ATS	1	1	0
290304BR	Credit Svcs Prof - Recovery	Direct Sourcing - Indeed	1	1	0
290304BR	Credit Svcs Prof - Recovery	Former Employee - Rehire	1	1	0
290304BR	Credit Svcs Prof - Recovery	Internet - Indeed	1	1	0
290304BR	Credit Svcs Prof - Recovery	Referral - Employee Referral	3	2	0
290304BR	Credit Svcs Prof - Recovery	Website - External Career Site	47	4	1
290307BR	Credit Services Associate	Former Employee - Rehire	1	1	1
290307BR	Credit Services Associate	Referral - Manager Referral	1	1	1
290307BR	Credit Services Associate	Website - External Career Site	41	4	0
290414BR	Store Specialist	Former Employee - Rehire	1	1	1
290414BR	Store Specialist	Website - External Career Site	21	0	0
290662BR	Store Specialist	Internet - Indeed	1	1	1
290662BR	Store Specialist	Website - External Career Site	11	0	0
290716BR	Recruiter II	Referral - Employee Referral	1	1	1
290716BR	Recruiter II	Website - External Career Site	46	5	0
290736BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	9	9	9
290736BR	Rep 1, Cust Svc Video Repair	Referral - Employee Referral	6	6	6
290736BR	Rep 1, Cust Svc Video Repair	Referral - Manager Referral	1	1	1
290736BR	Rep 1, Cust Svc Video Repair	Website - External Career Site	382	21	1
290996BR	Direct Sales Rep	Campaign - Indeed	1	1	1
290996BR	Direct Sales Rep	Referral - Employee Referral	2	2	2
290996BR	Direct Sales Rep	Website - External Career Site	54	16	0
291000BR	Store Specialist	Internet - Indeed	1	1	1
291000BR	Store Specialist	Website - External Career Site	13	0	0
291005BR	Direct Sales Rep	Former Employee - Rehire	1	1	1
291005BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
291005BR	Direct Sales Rep	Referral - Manager Referral	1	1	1
291005BR	Direct Sales Rep	Website - External Career Site	12	4	0
291235BR	Field Technician II	Former Employee - Rehire	1	1	1
291235BR	Field Technician II	Internet - Indeed	4	4	4
291235BR	Field Technician II	Website - External Career Site	112	19	1
291279BR	Direct Sales Rep	Campaign - Indeed	3	3	3
291279BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
291279BR	Direct Sales Rep	Website - External Career Site	90	9	0
291378BR	Residential Inbound Sales Rep	Campaign - Indeed	10	10	10

2022 FCC Source Report

FCC Unit: 13551 Southern Texas

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
291378BR	Residential Inbound Sales Rep	Direct Sourcing - ATS	4	4	4
291378BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	4	4	4
291378BR	Residential Inbound Sales Rep	Referral - Employee Referral	3	3	3
291378BR	Residential Inbound Sales Rep	Website - External Career Site	250	14	0
291517BR	Store Specialist	Internet - Indeed	2	2	2
291517BR	Store Specialist	Website - External Career Site	59	5	0
291528BR	SAM - Strategic AM Healthcare	Former Employee - Rehire	1	1	1
291528BR	SAM - Strategic AM Healthcare	Website - External Career Site	34	8	0
291573BR	Sr Billing Design Analyst	Contractor - Conversion	1	1	1
291573BR	Sr Billing Design Analyst	Website - External Career Site	5	0	0
291581BR	Direct Sales Rep	Campaign - Indeed	2	2	2
291581BR	Direct Sales Rep	Referral - Manager Referral	1	1	1
291581BR	Direct Sales Rep	Website - External Career Site	34	10	0
291585BR	Multi-Tenant Sales Rep	Direct Sourcing - Indeed	1	1	1
291585BR	Multi-Tenant Sales Rep	Former Employee - Rehire	2	2	2
291585BR	Multi-Tenant Sales Rep	Referral - Employee Referral	1	1	1
291585BR	Multi-Tenant Sales Rep	Website - External Career Site	21	4	0
291604BR	Rep 1, Cust Svc Billing	Internet - Indeed	36	35	36
291604BR	Rep 1, Cust Svc Billing	Website - External Career Site	258	15	0
291676BR	Residential Retention Rep	Former Employee - Rehire	1	1	1
291676BR	Residential Retention Rep	Internet - Indeed	9	9	9
291676BR	Residential Retention Rep	Referral - Employee Referral	8	8	8
291676BR	Residential Retention Rep	Website - External Career Site	293	14	2
291735BR	DOJ Rep I	Internet - Indeed	33	33	33
291735BR	DOJ Rep I	Internet - Ziprecruiter	1	1	1
291735BR	DOJ Rep I	Referral - Employee Referral	3	3	3
291735BR	DOJ Rep I	Website - External Career Site	339	81	8
291887BR	Sales Activation Specialist I	Campaign - Indeed	1	1	1
291887BR	Sales Activation Specialist I	Direct Sourcing - Indeed	2	2	2
291887BR	Sales Activation Specialist I	Internet - Indeed	2	2	2
291887BR	Sales Activation Specialist I	Website - External Career Site	108	11	1
292089BR	Rep 1, Cust Svc Video Repair	Ad - Print	1	1	0
292089BR	Rep 1, Cust Svc Video Repair	Ad - Print	1	1	1
292089BR	Rep 1, Cust Svc Video Repair	Campaign - Indeed	1	0	0
292089BR	Rep 1, Cust Svc Video Repair	Contractor - Conversion	1	0	0
292089BR	Rep 1, Cust Svc Video Repair	Direct Sourcing - Indeed	1	0	0
292089BR	Rep 1, Cust Svc Video Repair	Former Employee - Rehire	5	2	0
292089BR	Rep 1, Cust Svc Video Repair	Former Employee - Rehire	2	2	2
292089BR	Rep 1, Cust Svc Video Repair	Internet - Facebook.com	1	1	0
292089BR	Rep 1, Cust Svc Video Repair	Internet - Facebook.com	1	1	1
292089BR	Rep 1, Cust Svc Video Repair	Internet - Google	4	4	0
292089BR	Rep 1, Cust Svc Video Repair	Internet - Google	3	3	3
292089BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	26	23	0
292089BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	20	20	20
292089BR	Rep 1, Cust Svc Video Repair	Internet - Ziprecruiter	1	1	0
292089BR	Rep 1, Cust Svc Video Repair	Internet - Ziprecruiter	1	1	1
292089BR	Rep 1, Cust Svc Video Repair	Referral - Employee Referral	13	9	1
292089BR	Rep 1, Cust Svc Video Repair	Referral - Employee Referral	7	7	7
292089BR	Rep 1, Cust Svc Video Repair	Website - External Career Site	343	17	0
292089BR	Rep 1, Cust Svc Video Repair	Website - External Career Site	362	23	2
292156BR	Rep 1, Cust Svc Billing	Internal - Internal Hire	1	1	0
292156BR	Rep 1, Cust Svc Billing	Internet - Google	1	0	0
292156BR	Rep 1, Cust Svc Billing	Internet - Indeed	38	32	1
292156BR	Rep 1, Cust Svc Billing	Referral - Employee Referral	3	1	0
292156BR	Rep 1, Cust Svc Billing	Website - External Career Site	220	7	0
292164BR	Rep 1, Cust Svc Billing	Website - External Career Site	476	63	1
292262BR	Facilities Assistant II	Website - External Career Site	8	1	1
292379BR	Direct Sales Rep	Campaign - Indeed	3	3	3
292379BR	Direct Sales Rep	Job Fair - Internal	2	2	2
292379BR	Direct Sales Rep	Referral - Employee Referral	3	3	3
292379BR	Direct Sales Rep	Website - External Career Site	76	20	0
292425BR	Credit Srvc Prof - Recovery	Referral - Employee Referral	4	4	4
292425BR	Credit Srvc Prof - Recovery	Website - External Career Site	36	5	0
292521BR	Rep, SMB Telesales	Campaign - Indeed	1	1	1
292521BR	Rep, SMB Telesales	Direct Sourcing - Indeed	5	5	5
292521BR	Rep, SMB Telesales	Internet - Indeed	7	7	7
292521BR	Rep, SMB Telesales	Internet - LinkedIn	1	1	1
292521BR	Rep, SMB Telesales	Referral - Employee Referral	4	4	4

2022 FCC Source Report

FCC Unit: 13551 Southern Texas

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
292521BR	Rep, SMB Telesales	Website - External Career Site	192	20	1
292533BR	Facilities Assistant II	Direct Sourcing - Indeed	1	1	1
292533BR	Facilities Assistant II	Website - External Career Site	26	4	0
292691BR	Field Technician II	Referral - Employee Referral	2	2	2
292691BR	Field Technician II	Referral - Manager Referral	2	2	2
292691BR	Field Technician II	Website - External Career Site	158	27	5
292904BR	Direct Sales Rep	Campaign - Indeed	2	2	2
292904BR	Direct Sales Rep	Referral - Employee Referral	2	2	2
292904BR	Direct Sales Rep	Website - External Career Site	70	10	0
293193BR	Mgr, Resi Inbound Sales	Direct Sourcing - Indeed	1	1	1
293193BR	Mgr, Resi Inbound Sales	Website - External Career Site	4	0	0
293309BR	Rep 1, Cust Svc Billing	Direct Sourcing - Indeed	1	0	0
293309BR	Rep 1, Cust Svc Billing	Former Employee - Rehire	1	0	0
293309BR	Rep 1, Cust Svc Billing	Internet - Google	1	0	0
293309BR	Rep 1, Cust Svc Billing	Internet - Indeed	60	44	1
293309BR	Rep 1, Cust Svc Billing	Internet - LinkedIn	1	0	0
293309BR	Rep 1, Cust Svc Billing	Other	1	0	0
293309BR	Rep 1, Cust Svc Billing	Referral - Employee Referral	1	0	0
293309BR	Rep 1, Cust Svc Billing	Website - External Career Site	424	10	0
293397BR	Residential Retention Rep	Direct Sourcing - Indeed	16	16	1
293397BR	Residential Retention Rep	Direct Sourcing - Indeed	8	8	8
293397BR	Residential Retention Rep	Direct Sourcing - Other	1	1	0
293397BR	Residential Retention Rep	Direct Sourcing - Recruiter Networking	1	0	0
293397BR	Residential Retention Rep	Former Employee - Rehire	1	1	0
293397BR	Residential Retention Rep	Former Employee - Rehire	1	1	1
293397BR	Residential Retention Rep	Internet - Facebook.com	1	1	0
293397BR	Residential Retention Rep	Internet - Facebook.com	1	1	1
293397BR	Residential Retention Rep	Internet - Google	1	1	0
293397BR	Residential Retention Rep	Internet - Google	1	1	1
293397BR	Residential Retention Rep	Internet - Indeed	5	5	0
293397BR	Residential Retention Rep	Internet - Indeed	5	5	5
293397BR	Residential Retention Rep	Referral - Employee Referral	17	17	0
293397BR	Residential Retention Rep	Referral - Employee Referral	13	13	13
293397BR	Residential Retention Rep	Website - External Career Site	326	31	0
293397BR	Residential Retention Rep	Website - External Career Site	340	44	1
293471BR	Rep 1, Cust Svc Video Repair	Ad - TV Commercial Advertisement	3	2	1
293471BR	Rep 1, Cust Svc Video Repair	Campaign - Indeed	5	0	0
293471BR	Rep 1, Cust Svc Video Repair	Direct Sourcing - ATS	1	1	0
293471BR	Rep 1, Cust Svc Video Repair	Direct Sourcing - Indeed	2	0	0
293471BR	Rep 1, Cust Svc Video Repair	Direct Sourcing - Line Networking	1	0	0
293471BR	Rep 1, Cust Svc Video Repair	Direct Sourcing - Recruiter Networking	1	0	0
293471BR	Rep 1, Cust Svc Video Repair	Former Employee - Rehire	2	2	1
293471BR	Rep 1, Cust Svc Video Repair	Internet - Google	3	2	0
293471BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	22	12	1
293471BR	Rep 1, Cust Svc Video Repair	Internet - LinkedIn	2	2	0
293471BR	Rep 1, Cust Svc Video Repair	Internet - Ziprecruiter	1	1	1
293471BR	Rep 1, Cust Svc Video Repair	Job Fair - Internal	1	0	0
293471BR	Rep 1, Cust Svc Video Repair	Job Fair - Military/Veterans	1	1	0
293471BR	Rep 1, Cust Svc Video Repair	Referral - Employee Referral	15	11	2
293471BR	Rep 1, Cust Svc Video Repair	Referral - Manager Referral	1	1	0
293471BR	Rep 1, Cust Svc Video Repair	Website - External Career Site	424	18	3
293621BR	Residential Inbound Sales Rep	Campaign - Indeed	2	2	2
293621BR	Residential Inbound Sales Rep	Direct Sourcing - ATS	2	2	2
293621BR	Residential Inbound Sales Rep	Referral - Employee Referral	3	3	3
293621BR	Residential Inbound Sales Rep	Website - External Career Site	98	7	0
293839BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
293839BR	Direct Sales Rep	Referral - Manager Referral	1	1	1
293839BR	Direct Sales Rep	Website - External Career Site	10	2	0
294218BR	Account Executive	Campaign - Indeed	3	2	0
294218BR	Account Executive	Direct Sourcing - Indeed	1	0	0
294218BR	Account Executive	Former Employee - Rehire	2	2	1
294218BR	Account Executive	Internal - Internal Hire	2	1	0
294218BR	Account Executive	Website - External Career Site	26	7	0
294379BR	Multi-Tenant Sales Rep	Job Fair - Internal	2	2	2
294379BR	Multi-Tenant Sales Rep	Website - External Career Site	20	8	0
294420BR	Store Specialist	Internet - Indeed	1	1	1
294420BR	Store Specialist	Referral - Manager Referral	1	1	1
294420BR	Store Specialist	Website - External Career Site	25	0	0

2022 FCC Source Report

FCC Unit: 13551 Southern Texas

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
294496BR	Sales Activ Spec I - SMB	Ad - Broadcasting and Cable	1	0	0
294496BR	Sales Activ Spec I - SMB	Campaign - Indeed	6	4	1
294496BR	Sales Activ Spec I - SMB	Direct Sourcing - Indeed	6	5	2
294496BR	Sales Activ Spec I - SMB	Direct Sourcing - Other	1	0	0
294496BR	Sales Activ Spec I - SMB	Former Employee - Rehire	2	2	1
294496BR	Sales Activ Spec I - SMB	Internal - Internal Hire	1	1	0
294496BR	Sales Activ Spec I - SMB	Internet - Google	2	1	0
294496BR	Sales Activ Spec I - SMB	Internet - Indeed	9	7	1
294496BR	Sales Activ Spec I - SMB	Job Fair - Internal	1	1	1
294496BR	Sales Activ Spec I - SMB	Job Fair - Military/Veterans	1	1	0
294496BR	Sales Activ Spec I - SMB	Referral - Employee Referral	4	3	0
294496BR	Sales Activ Spec I - SMB	Website - External Career Site	181	11	0
294520BR	Field Technician II	Former Employee - Rehire	1	1	1
294520BR	Field Technician II	Internet - Google	1	1	1
294520BR	Field Technician II	Internet - Indeed	5	5	5
294520BR	Field Technician II	Referral - Employee Referral	1	1	1
294520BR	Field Technician II	Website - External Career Site	186	27	0
294597BR	Rep 1, Cust Svc Video Repair	Ad - TV Commercial Advertisement	2	2	1
294597BR	Rep 1, Cust Svc Video Repair	Campaign - Indeed	2	0	0
294597BR	Rep 1, Cust Svc Video Repair	Contractor - Conversion	1	0	0
294597BR	Rep 1, Cust Svc Video Repair	Direct Sourcing - Recruiter Networking	2	0	0
294597BR	Rep 1, Cust Svc Video Repair	Former Employee - Rehire	1	0	0
294597BR	Rep 1, Cust Svc Video Repair	Internet - Facebook.com	1	1	0
294597BR	Rep 1, Cust Svc Video Repair	Internet - Google	3	3	3
294597BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	18	16	12
294597BR	Rep 1, Cust Svc Video Repair	Referral - Employee Referral	6	3	2
294597BR	Rep 1, Cust Svc Video Repair	Website - External Career Site	285	11	0
294736BR	Multi-Tenant Sales Rep	Referral - Employee Referral	1	1	1
294736BR	Multi-Tenant Sales Rep	Website - External Career Site	36	4	0
294769BR	Store Specialist	Referral - Employee Referral	1	1	1
294769BR	Store Specialist	Website - External Career Site	26	1	0
294850BR	Direct Sales Rep	Campaign - Indeed	27	25	0
294850BR	Direct Sales Rep	Direct Sourcing - Other	1	1	0
294850BR	Direct Sales Rep	Former Employee - Rehire	1	1	1
294850BR	Direct Sales Rep	Referral - Employee Referral	4	4	0
294850BR	Direct Sales Rep	Website - External Career Site	81	3	0
295048BR	Fiber Technician I	Campaign - Indeed	1	0	0
295048BR	Fiber Technician I	Former Employee - Rehire	1	1	0
295048BR	Fiber Technician I	Internal - Internal Hire	2	2	0
295048BR	Fiber Technician I	Internet - Indeed	1	0	0
295048BR	Fiber Technician I	Website - External Career Site	17	7	1
295319BR	AVP, Field Operations	Direct Sourcing - ATS	1	1	1
295319BR	AVP, Field Operations	Website - External Career Site	40	0	0
295383BR	Residential Inbound Sales Rep	Ad - TV Commercial Advertisement	1	0	0
295383BR	Residential Inbound Sales Rep	Campaign - Indeed	13	9	1
295383BR	Residential Inbound Sales Rep	Campaign - Indeed	3	3	3
295383BR	Residential Inbound Sales Rep	Contractor - Conversion	1	0	0
295383BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	3	2	0
295383BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	1	1	1
295383BR	Residential Inbound Sales Rep	Direct Sourcing - Line Networking	2	2	0
295383BR	Residential Inbound Sales Rep	Direct Sourcing - Line Networking	1	1	1
295383BR	Residential Inbound Sales Rep	Former Employee - Rehire	2	2	0
295383BR	Residential Inbound Sales Rep	Former Employee - Rehire	2	2	2
295383BR	Residential Inbound Sales Rep	Internal - Internal Hire	1	1	0
295383BR	Residential Inbound Sales Rep	Internet - Indeed	1	0	0
295383BR	Residential Inbound Sales Rep	Internet - Ziprecruiter	1	1	0
295383BR	Residential Inbound Sales Rep	Internet - Ziprecruiter	1	1	1
295383BR	Residential Inbound Sales Rep	Job Fair - External	1	1	0
295383BR	Residential Inbound Sales Rep	Referral - Employee Referral	2	0	0
295383BR	Residential Inbound Sales Rep	Website - External Career Site	88	2	0
295383BR	Residential Inbound Sales Rep	Website - External Career Site	108	12	0
295423BR	Residential Inbound Sales Rep	Campaign - Indeed	5	3	0
295423BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	2	1	0
295423BR	Residential Inbound Sales Rep	Former Employee - Rehire	3	3	1
295423BR	Residential Inbound Sales Rep	Internet - Google	3	3	0
295423BR	Residential Inbound Sales Rep	Internet - Indeed	11	10	0
295423BR	Residential Inbound Sales Rep	Internet - Ziprecruiter	1	1	0
295423BR	Residential Inbound Sales Rep	Referral - Employee Referral	6	5	0

2022 FCC Source Report

FCC Unit: 13551 Southern Texas

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
295423BR	Residential Inbound Sales Rep	Website - External Career Site	152	9	0
295506BR	Rep, SMB Telesales	Campaign - Indeed	2	1	0
295506BR	Rep, SMB Telesales	Direct Sourcing - Indeed	5	3	0
295506BR	Rep, SMB Telesales	Internal - Internal Hire	1	1	0
295506BR	Rep, SMB Telesales	Internet - Indeed	11	10	1
295506BR	Rep, SMB Telesales	Other	1	1	1
295506BR	Rep, SMB Telesales	Referral - Employee Referral	6	6	2
295506BR	Rep, SMB Telesales	Website - External Career Site	125	10	1
295572BR	Residential Retention Rep	Campaign - Indeed	1	0	0
295572BR	Residential Retention Rep	Direct Sourcing - Indeed	13	13	5
295572BR	Residential Retention Rep	Former Employee - Rehire	5	4	2
295572BR	Residential Retention Rep	Internal - Internal Hire	1	1	0
295572BR	Residential Retention Rep	Internet - Google	1	1	1
295572BR	Residential Retention Rep	Internet - Indeed	20	15	9
295572BR	Residential Retention Rep	Internet - LinkedIn	2	0	0
295572BR	Residential Retention Rep	Internet - Other	3	2	1
295572BR	Residential Retention Rep	Job Fair - External	1	1	0
295572BR	Residential Retention Rep	Other	3	3	2
295572BR	Residential Retention Rep	Referral - Employee Referral	15	14	11
295572BR	Residential Retention Rep	Referral - Manager Referral	1	1	1
295572BR	Residential Retention Rep	Website - External Career Site	316	15	0
295681BR	Rep 1, Cust Svc Video Repair	Contractor - Conversion	1	0	0
295681BR	Rep 1, Cust Svc Video Repair	Direct Sourcing - Indeed	1	0	0
295681BR	Rep 1, Cust Svc Video Repair	Internal - Internal Hire	2	2	0
295681BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	52	34	27
295681BR	Rep 1, Cust Svc Video Repair	Internet - LinkedIn	1	0	0
295681BR	Rep 1, Cust Svc Video Repair	Website - External Career Site	187	5	0
295682BR	Rep 1, Spectrum Mobile	Direct Sourcing - Indeed	1	0	0
295682BR	Rep 1, Spectrum Mobile	Internal - Internal Hire	1	0	0
295682BR	Rep 1, Spectrum Mobile	Internet - Indeed	43	1	22
295682BR	Rep 1, Spectrum Mobile	Internet - LinkedIn	1	0	0
295682BR	Rep 1, Spectrum Mobile	Referral - Employee Referral	8	0	5
295682BR	Rep 1, Spectrum Mobile	Website - External Career Site	167	2	0
295691BR	Direct Sales Rep	Campaign - Indeed	6	4	1
295691BR	Direct Sales Rep	Internal - Internal Hire	1	1	0
295691BR	Direct Sales Rep	Internet - Indeed	1	0	0
295691BR	Direct Sales Rep	Referral - Employee Referral	1	0	0
295691BR	Direct Sales Rep	Website - External Career Site	32	3	0
295829BR	Store Specialist	Former Employee - Rehire	1	1	1
295829BR	Store Specialist	Website - External Career Site	20	1	0
296072BR	Credit Svcs Prof - Recovery	Direct Sourcing - ATS	1	1	0
296072BR	Credit Svcs Prof - Recovery	Direct Sourcing - Indeed	3	3	1
296072BR	Credit Svcs Prof - Recovery	Internet - Indeed	1	0	0
296072BR	Credit Svcs Prof - Recovery	Referral - Employee Referral	1	1	1
296072BR	Credit Svcs Prof - Recovery	Website - External Career Site	48	11	1
296274BR	Rep 1, Cust Svc Internet/Voice	Contractor - Conversion	1	0	0
296274BR	Rep 1, Cust Svc Internet/Voice	Direct Sourcing - Indeed	1	0	0
296274BR	Rep 1, Cust Svc Internet/Voice	Former Employee - Rehire	1	1	0
296274BR	Rep 1, Cust Svc Internet/Voice	Internet - Indeed	72	36	32
296274BR	Rep 1, Cust Svc Internet/Voice	Referral - Employee Referral	2	0	0
296274BR	Rep 1, Cust Svc Internet/Voice	Website - External Career Site	267	3	0
296313BR	Workforce Mgmt Care Coord I	Website - External Career Site	25	3	1
296939BR	Account Executive	Internet - Indeed	3	1	1
296939BR	Account Executive	Website - External Career Site	22	0	0
296959BR	Rep 1, Cust Svc Video Repair	Contractor - Conversion	4	0	0
296959BR	Rep 1, Cust Svc Video Repair	Direct Sourcing - Indeed	1	0	0
296959BR	Rep 1, Cust Svc Video Repair	Direct Sourcing - Introduce Yourself	1	1	0
296959BR	Rep 1, Cust Svc Video Repair	Direct Sourcing - Line Networking	2	2	2
296959BR	Rep 1, Cust Svc Video Repair	Direct Sourcing - Recruiter Networking	1	0	0
296959BR	Rep 1, Cust Svc Video Repair	Former Employee - Rehire	3	2	2
296959BR	Rep 1, Cust Svc Video Repair	Internal - Internal Hire	3	1	0
296959BR	Rep 1, Cust Svc Video Repair	Internet - Glassdoor.com	1	1	0
296959BR	Rep 1, Cust Svc Video Repair	Internet - Google	2	1	1
296959BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	17	13	9
296959BR	Rep 1, Cust Svc Video Repair	Internet - LinkedIn	1	1	1
296959BR	Rep 1, Cust Svc Video Repair	Organization - College Diversity Organization	1	1	1
296959BR	Rep 1, Cust Svc Video Repair	Other	1	0	0
296959BR	Rep 1, Cust Svc Video Repair	Referral - Employee Referral	6	2	2

2022 FCC Source Report

FCC Unit: 13551 Southern Texas

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
296959BR	Rep 1, Cust Svc Video Repair	Website - External Career Site	275	35	5
297016BR	Rep 1, Cust Svc Video Repair	Ad - TV Commercial Advertisement	1	1	1
297016BR	Rep 1, Cust Svc Video Repair	Campaign - Indeed	2	0	0
297016BR	Rep 1, Cust Svc Video Repair	Direct Sourcing - Indeed	1	0	0
297016BR	Rep 1, Cust Svc Video Repair	Former Employee - Rehire	3	1	1
297016BR	Rep 1, Cust Svc Video Repair	Internal - Internal Hire	1	0	0
297016BR	Rep 1, Cust Svc Video Repair	Internet - Facebook.com	1	1	1
297016BR	Rep 1, Cust Svc Video Repair	Internet - Glassdoor.com	1	0	0
297016BR	Rep 1, Cust Svc Video Repair	Internet - Google	2	1	1
297016BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	36	26	20
297016BR	Rep 1, Cust Svc Video Repair	Internet - Ziprecruiter	1	1	1
297016BR	Rep 1, Cust Svc Video Repair	Referral - Employee Referral	8	7	7
297016BR	Rep 1, Cust Svc Video Repair	Website - External Career Site	568	21	1
297028BR	Sup, Resi Retention	Website - External Career Site	68	11	1
297043BR	Store Specialist	Referral - Employee Referral	1	1	1
297043BR	Store Specialist	Website - External Career Site	41	3	0
297170BR	Sales Activ Spec I - SMB	Campaign - Indeed	5	0	0
297170BR	Sales Activ Spec I - SMB	Direct Sourcing - ATS	8	6	2
297170BR	Sales Activ Spec I - SMB	Direct Sourcing - Indeed	4	3	3
297170BR	Sales Activ Spec I - SMB	Internal - Internal Hire	5	4	0
297170BR	Sales Activ Spec I - SMB	Internet - Google	3	2	0
297170BR	Sales Activ Spec I - SMB	Internet - Indeed	22	12	7
297170BR	Sales Activ Spec I - SMB	Internet - Ziprecruiter	1	1	1
297170BR	Sales Activ Spec I - SMB	Job Fair - Internal	1	1	1
297170BR	Sales Activ Spec I - SMB	Referral - Employee Referral	10	7	5
297170BR	Sales Activ Spec I - SMB	Referral - Manager Referral	1	0	0
297170BR	Sales Activ Spec I - SMB	Website - External Career Site	397	18	1
297204BR	Store Specialist	Former Employee - Rehire	2	1	0
297204BR	Store Specialist	Internet - Indeed	1	0	0
297204BR	Store Specialist	Referral - Employee Referral	2	1	1
297204BR	Store Specialist	Website - External Career Site	27	1	0
297260BR	Residential Inbound Sales Rep	Ad - TV Commercial Advertisement	3	3	3
297260BR	Residential Inbound Sales Rep	Campaign - Indeed	26	21	9
297260BR	Residential Inbound Sales Rep	Contractor - Conversion	5	0	0
297260BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	6	6	2
297260BR	Residential Inbound Sales Rep	Direct Sourcing - Line Networking	1	1	1
297260BR	Residential Inbound Sales Rep	Direct Sourcing - Recruiter Networking	2	2	1
297260BR	Residential Inbound Sales Rep	Former Employee - Rehire	4	4	2
297260BR	Residential Inbound Sales Rep	Internal - Internal Hire	1	1	0
297260BR	Residential Inbound Sales Rep	Internet - Facebook.com	2	1	0
297260BR	Residential Inbound Sales Rep	Internet - Indeed	18	12	5
297260BR	Residential Inbound Sales Rep	Internet - Ziprecruiter	3	2	1
297260BR	Residential Inbound Sales Rep	Job Fair - Internal	1	0	0
297260BR	Residential Inbound Sales Rep	Referral - Employee Referral	17	14	9
297260BR	Residential Inbound Sales Rep	Website - External Career Site	245	13	4
297261BR	Residential Inbound Sales Rep	Ad - TV Commercial Advertisement	2	1	0
297261BR	Residential Inbound Sales Rep	Campaign - Indeed	3	1	0
297261BR	Residential Inbound Sales Rep	Contractor - Conversion	1	0	0
297261BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	2	0	0
297261BR	Residential Inbound Sales Rep	Former Employee - Rehire	2	2	0
297261BR	Residential Inbound Sales Rep	Internet - Facebook.com	2	1	1
297261BR	Residential Inbound Sales Rep	Internet - Google	1	1	1
297261BR	Residential Inbound Sales Rep	Internet - Indeed	29	24	11
297261BR	Residential Inbound Sales Rep	Internet - Ziprecruiter	1	1	0
297261BR	Residential Inbound Sales Rep	Other	1	1	0
297261BR	Residential Inbound Sales Rep	Referral - Employee Referral	6	3	3
297261BR	Residential Inbound Sales Rep	Referral - Manager Referral	1	1	1
297261BR	Residential Inbound Sales Rep	Website - External Career Site	121	11	3
297271BR	Field Technician II	Campaign - Indeed	3	0	0
297271BR	Field Technician II	Direct Sourcing - ATS	1	0	0
297271BR	Field Technician II	Direct Sourcing - Other	1	0	0
297271BR	Field Technician II	Former Employee - Rehire	1	0	0
297271BR	Field Technician II	Internal - Internal Hire	1	1	0
297271BR	Field Technician II	Internet - Indeed	7	7	2
297271BR	Field Technician II	Job Fair - Internal	2	0	0
297271BR	Field Technician II	Referral - Employee Referral	4	3	2
297271BR	Field Technician II	Website - External Career Site	173	10	2
297313BR	Direct Sales Rep	Former Employee - Rehire	1	1	1

2022 FCC Source Report

FCC Unit: 13551 Southern Texas

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
297313BR	Direct Sales Rep	Website - External Career Site	7	2	0
297444BR	Store Specialist	Internet - Indeed	1	1	1
297444BR	Store Specialist	Website - External Career Site	8	0	0
297527BR	DOJ Rep I	Campaign - Indeed	1	0	0
297527BR	DOJ Rep I	Contractor - Conversion	1	1	0
297527BR	DOJ Rep I	Direct Sourcing - Indeed	1	1	0
297527BR	DOJ Rep I	Direct Sourcing - Recruiter Networking	1	1	0
297527BR	DOJ Rep I	Former Employee - Rehire	1	0	0
297527BR	DOJ Rep I	Internal - Internal Hire	1	0	0
297527BR	DOJ Rep I	Internet - Glassdoor.com	1	0	0
297527BR	DOJ Rep I	Internet - Indeed	27	17	11
297527BR	DOJ Rep I	Referral - Employee Referral	7	4	1
297527BR	DOJ Rep I	Website - External Career Site	224	19	0
297633BR	Human Resources Generalist	Internet - Indeed	2	1	1
297633BR	Human Resources Generalist	Referral - Employee Referral	1	0	0
297633BR	Human Resources Generalist	Website - External Career Site	28	0	0
297673BR	Recruiter II	Internet - Ziprecruiter	1	1	1
297673BR	Recruiter II	Job Fair - Internal	1	0	0
297673BR	Recruiter II	Website - External Career Site	13	2	0
297857BR	Rep, SMB Telesales	Campaign - Indeed	4	1	0
297857BR	Rep, SMB Telesales	Direct Sourcing - ATS	4	1	0
297857BR	Rep, SMB Telesales	Direct Sourcing - Indeed	1	1	0
297857BR	Rep, SMB Telesales	Former Employee - Rehire	1	0	0
297857BR	Rep, SMB Telesales	Internal - Internal Hire	1	0	0
297857BR	Rep, SMB Telesales	Internet - Google	2	1	1
297857BR	Rep, SMB Telesales	Internet - Indeed	15	11	7
297857BR	Rep, SMB Telesales	Internet - Other	2	2	2
297857BR	Rep, SMB Telesales	Job Fair - Internal	1	0	0
297857BR	Rep, SMB Telesales	Referral - Employee Referral	8	5	4
297857BR	Rep, SMB Telesales	Website - External Career Site	119	11	0
297917BR	Store Specialist	Internet - Indeed	2	2	2
297917BR	Store Specialist	Website - External Career Site	7	0	0
297920BR	EAE-Enterprise Account Exec	Internal - Internal Hire	1	0	0
297920BR	EAE-Enterprise Account Exec	Internet - Indeed	1	0	0
297920BR	EAE-Enterprise Account Exec	Job Fair - Internal	1	0	0
297920BR	EAE-Enterprise Account Exec	Referral - Employee Referral	2	1	1
297920BR	EAE-Enterprise Account Exec	Website - External Career Site	10	0	0
297961BR	Direct Sales Rep	Campaign - Indeed	16	15	2
297961BR	Direct Sales Rep	Direct Sourcing - Other	1	0	0
297961BR	Direct Sales Rep	Internet - Indeed	2	1	1
297961BR	Direct Sales Rep	Job Fair - Internal	16	15	2
297961BR	Direct Sales Rep	Referral - Employee Referral	2	2	0
297961BR	Direct Sales Rep	Website - External Career Site	71	6	0
297992BR	Direct Sales Rep	Campaign - Indeed	3	3	1
297992BR	Direct Sales Rep	Direct Sourcing - Indeed	1	0	0
297992BR	Direct Sales Rep	Website - External Career Site	26	0	0
298089BR	Direct Sales Rep	Campaign - Indeed	1	1	0
298089BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	0
298089BR	Direct Sales Rep	Former Employee - Rehire	2	0	0
298089BR	Direct Sales Rep	Internet - Indeed	2	0	0
298089BR	Direct Sales Rep	Referral - Employee Referral	3	1	1
298089BR	Direct Sales Rep	Website - External Career Site	69	0	0
298167BR	Direct Sales Rep	Internet - Indeed	2	1	0
298167BR	Direct Sales Rep	Job Fair - Internal	8	8	4
298167BR	Direct Sales Rep	Referral - Employee Referral	2	1	0
298167BR	Direct Sales Rep	Referral - Manager Referral	1	1	0
298167BR	Direct Sales Rep	Website - External Career Site	18	2	0
298207BR	Rep 1, Cust Svc Billing	Contractor - Conversion	1	0	0
298207BR	Rep 1, Cust Svc Billing	Direct Sourcing - Indeed	1	0	0
298207BR	Rep 1, Cust Svc Billing	Internet - Indeed	87	61	49
298207BR	Rep 1, Cust Svc Billing	Internet - Other	1	0	0
298207BR	Rep 1, Cust Svc Billing	Referral - Employee Referral	3	0	0
298207BR	Rep 1, Cust Svc Billing	Referral - Manager Referral	1	0	0
298207BR	Rep 1, Cust Svc Billing	Website - External Career Site	485	13	0
298250BR	Store Specialist	Former Employee - Rehire	1	1	1
298250BR	Store Specialist	Website - External Career Site	28	2	0
298324BR	Field Technician II	Internal - Internal Hire	1	1	0
298324BR	Field Technician II	Internet - Indeed	11	3	3

2022 FCC Source Report

FCC Unit: 13551 Southern Texas

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
298324BR	Field Technician II	Referral - Employee Referral	2	2	2
298324BR	Field Technician II	Website - External Career Site	156	13	2
298326BR	Field Technician II	Campaign - Indeed	1	0	0
298326BR	Field Technician II	Internet - Indeed	4	2	2
298326BR	Field Technician II	Internet - Other	1	1	1
298326BR	Field Technician II	Referral - Employee Referral	3	1	1
298326BR	Field Technician II	Website - External Career Site	96	9	0
298355BR	Direct Sales Rep	Campaign - Indeed	1	1	1
298355BR	Direct Sales Rep	Website - External Career Site	6	0	0
298357BR	Direct Sales Rep	Campaign - Indeed	1	1	0
298357BR	Direct Sales Rep	Direct Sourcing - Indeed	1	0	0
298357BR	Direct Sales Rep	Direct Sourcing - Other	2	2	1
298357BR	Direct Sales Rep	Job Fair - Internal	3	3	1
298357BR	Direct Sales Rep	Referral - Employee Referral	2	2	1
298357BR	Direct Sales Rep	Website - External Career Site	7	1	0
298464BR	Multi-Tenant Sales Rep	Direct Sourcing - Indeed	1	1	0
298464BR	Multi-Tenant Sales Rep	Internet - Other	1	0	0
298464BR	Multi-Tenant Sales Rep	Referral - Employee Referral	2	1	1
298464BR	Multi-Tenant Sales Rep	Website - External Career Site	13	2	0
298501BR	Account Executive	Former Employee - Rehire	1	0	0
298501BR	Account Executive	Referral - Employee Referral	4	1	1
298501BR	Account Executive	Website - External Career Site	39	4	1
298522BR	Mgr, Training Delivery	Referral - Employee Referral	1	1	1
298522BR	Mgr, Training Delivery	Website - External Career Site	18	2	0
298648BR	Sup, Sales Activation - Resi	Direct Sourcing - Indeed	1	1	1
298648BR	Sup, Sales Activation - Resi	Direct Sourcing - Recruiter Networking	1	0	0
298648BR	Sup, Sales Activation - Resi	Internal - Internal Hire	4	4	0
298648BR	Sup, Sales Activation - Resi	Internet - Indeed	1	0	0
298648BR	Sup, Sales Activation - Resi	Website - External Career Site	49	9	0
299026BR	Credit Srvc Prof - Recovery	Campaign - Indeed	1	0	0
299026BR	Credit Srvc Prof - Recovery	Direct Sourcing - ATS	1	1	0
299026BR	Credit Srvc Prof - Recovery	Direct Sourcing - Indeed	3	3	2
299026BR	Credit Srvc Prof - Recovery	Former Employee - Rehire	2	1	1
299026BR	Credit Srvc Prof - Recovery	Internal - Internal Hire	2	0	0
299026BR	Credit Srvc Prof - Recovery	Internet - Indeed	2	2	0
299026BR	Credit Srvc Prof - Recovery	Other	1	0	0
299026BR	Credit Srvc Prof - Recovery	Referral - Employee Referral	5	3	2
299026BR	Credit Srvc Prof - Recovery	Website - External Career Site	122	24	4
299071BR	Residential Retention Rep	Direct Sourcing - Indeed	1	0	0
299071BR	Residential Retention Rep	Former Employee - Rehire	2	1	1
299071BR	Residential Retention Rep	Internet - Indeed	15	8	2
299071BR	Residential Retention Rep	Internet - LinkedIn	1	1	1
299071BR	Residential Retention Rep	Internet - Other	3	1	1
299071BR	Residential Retention Rep	Other	1	1	1
299071BR	Residential Retention Rep	Referral - Employee Referral	9	8	5
299071BR	Residential Retention Rep	Website - External Career Site	166	7	0
299087BR	Direct Sales Rep	Ad - TV Commercial Advertisement	1	0	0
299087BR	Direct Sales Rep	Campaign - Indeed	2	0	0
299087BR	Direct Sales Rep	Internet - Indeed	11	11	1
299087BR	Direct Sales Rep	Internet - Other	1	0	0
299087BR	Direct Sales Rep	Referral - Employee Referral	2	0	0
299087BR	Direct Sales Rep	Website - External Career Site	82	0	0
299223BR	Store Specialist	Campaign - Indeed	2	0	0
299223BR	Store Specialist	Direct Sourcing - Recruiter Networking	1	0	0
299223BR	Store Specialist	Internet - Indeed	2	2	2
299223BR	Store Specialist	Referral - Employee Referral	1	0	0
299223BR	Store Specialist	Website - External Career Site	41	1	0
299237BR	Store Specialist	Internet - Indeed	2	2	1
299237BR	Store Specialist	Website - External Career Site	53	3	0
299413BR	Store Specialist	Internet - Indeed	1	1	1
299413BR	Store Specialist	Internet - LinkedIn	1	0	0
299413BR	Store Specialist	Referral - Employee Referral	1	1	1
299413BR	Store Specialist	Referral - Manager Referral	1	1	1
299413BR	Store Specialist	Website - External Career Site	20	2	0
299649BR	Store Specialist	Direct Sourcing - Indeed	1	0	0
299649BR	Store Specialist	Internet - Indeed	1	0	0
299649BR	Store Specialist	Referral - Employee Referral	3	1	1
299649BR	Store Specialist	Website - External Career Site	63	1	0

2022 FCC Source Report

FCC Unit: 13551 Southern Texas

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
299719BR	Account Executive	Campaign - Indeed	1	1	1
299719BR	Account Executive	Internal - Internal Hire	1	1	0
299719BR	Account Executive	Internet - Indeed	2	1	1
299719BR	Account Executive	Other	1	0	0
299719BR	Account Executive	Referral - Employee Referral	1	1	1
299719BR	Account Executive	Website - External Career Site	23	5	1
299810BR	Store Specialist	Referral - Employee Referral	1	1	1
299810BR	Store Specialist	Referral - Manager Referral	1	1	1
299810BR	Store Specialist	Website - External Career Site	60	3	0
299867BR	Field Technician II	Former Employee - Rehire	1	1	1
299867BR	Field Technician II	Internet - Indeed	9	9	5
299867BR	Field Technician II	Referral - Employee Referral	2	2	2
299867BR	Field Technician II	Website - External Career Site	207	46	9
299963BR	Multi-Tenant Sales Rep	Direct Sourcing - Indeed	2	2	0
299963BR	Multi-Tenant Sales Rep	Internet - Indeed	2	1	0
299963BR	Multi-Tenant Sales Rep	Referral - Employee Referral	4	3	1
299963BR	Multi-Tenant Sales Rep	Website - External Career Site	59	4	0
299974BR	Store Specialist	Former Employee - Rehire	1	0	0
299974BR	Store Specialist	Internal - Internal Hire	2	2	0
299974BR	Store Specialist	Internet - Indeed	10	2	1
299974BR	Store Specialist	Website - External Career Site	114	1	0
299976BR	Multi-Tenant Sales Rep	Direct Sourcing - Indeed	1	1	1
299976BR	Multi-Tenant Sales Rep	Website - External Career Site	38	0	0
299999BR	Rep 1, Spectrum Mobile	Internet - Indeed	3	0	1
299999BR	Rep 1, Spectrum Mobile	Website - External Career Site	427	34	32
300012BR	Store Specialist	Internet - Indeed	1	0	0
300012BR	Store Specialist	Other	1	0	0
300012BR	Store Specialist	Referral - Employee Referral	1	1	1
300012BR	Store Specialist	Website - External Career Site	26	0	0
300082BR	Multi-Tenant Sales Rep	Campaign - Indeed	1	0	0
300082BR	Multi-Tenant Sales Rep	Direct Sourcing - Indeed	1	1	0
300082BR	Multi-Tenant Sales Rep	Internal - Internal Hire	2	2	0
300082BR	Multi-Tenant Sales Rep	Internet - Indeed	1	0	0
300082BR	Multi-Tenant Sales Rep	Referral - Employee Referral	2	2	2
300082BR	Multi-Tenant Sales Rep	Website - External Career Site	14	4	0
300092BR	Residential Inbound Sales Rep	Ad - Broadcasting and Cable	1	1	1
300092BR	Residential Inbound Sales Rep	Ad - TV Commercial Advertisement	1	1	0
300092BR	Residential Inbound Sales Rep	Campaign - Indeed	28	24	11
300092BR	Residential Inbound Sales Rep	Contractor - Conversion	1	0	0
300092BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	2	1	0
300092BR	Residential Inbound Sales Rep	Direct Sourcing - Line Networking	1	1	1
300092BR	Residential Inbound Sales Rep	Direct Sourcing - Other	1	1	0
300092BR	Residential Inbound Sales Rep	Direct Sourcing - Recruiter Networking	2	2	1
300092BR	Residential Inbound Sales Rep	Former Employee - Rehire	5	4	4
300092BR	Residential Inbound Sales Rep	Internal - Internal Hire	1	1	0
300092BR	Residential Inbound Sales Rep	Internet - Facebook.com	1	1	0
300092BR	Residential Inbound Sales Rep	Internet - Google	3	3	0
300092BR	Residential Inbound Sales Rep	Internet - Indeed	6	5	2
300092BR	Residential Inbound Sales Rep	Internet - Ziprecruiter	2	1	0
300092BR	Residential Inbound Sales Rep	Job Fair - Internal	1	0	0
300092BR	Residential Inbound Sales Rep	Other	2	2	1
300092BR	Residential Inbound Sales Rep	Referral - Employee Referral	10	9	7
300092BR	Residential Inbound Sales Rep	Website - External Career Site	199	5	1
300094BR	Residential Inbound Sales Rep	Ad - Broadcasting and Cable	1	1	1
300094BR	Residential Inbound Sales Rep	Ad - TV Commercial Advertisement	3	2	2
300094BR	Residential Inbound Sales Rep	Campaign - Indeed	14	6	3
300094BR	Residential Inbound Sales Rep	Direct Sourcing - ATS	2	0	0
300094BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	1	0	0
300094BR	Residential Inbound Sales Rep	Direct Sourcing - Line Networking	4	4	1
300094BR	Residential Inbound Sales Rep	Direct Sourcing - Recruiter Networking	1	1	1
300094BR	Residential Inbound Sales Rep	Former Employee - Rehire	5	3	2
300094BR	Residential Inbound Sales Rep	Internet - Glassdoor.com	1	0	0
300094BR	Residential Inbound Sales Rep	Internet - Google	5	5	3
300094BR	Residential Inbound Sales Rep	Internet - Indeed	9	5	2
300094BR	Residential Inbound Sales Rep	Internet - Ziprecruiter	2	1	1
300094BR	Residential Inbound Sales Rep	Job Fair - External	1	1	1
300094BR	Residential Inbound Sales Rep	Other	2	2	1
300094BR	Residential Inbound Sales Rep	Referral - Employee Referral	13	12	11

2022 FCC Source Report

FCC Unit: 13551 Southern Texas

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
300094BR	Residential Inbound Sales Rep	Website - External Career Site	188	9	5
300156BR	Sup, SMB Telesales	Website - External Career Site	31	15	1
300159BR	Residential Retention Rep	Direct Sourcing - Indeed	2	0	0
300159BR	Residential Retention Rep	Direct Sourcing - Other	1	1	1
300159BR	Residential Retention Rep	Direct Sourcing - Recruiter Networking	1	1	0
300159BR	Residential Retention Rep	Former Employee - Rehire	3	3	2
300159BR	Residential Retention Rep	Internet - Indeed	15	13	9
300159BR	Residential Retention Rep	Internet - Other	2	2	1
300159BR	Residential Retention Rep	Internet - Ziprecruiter	1	1	0
300159BR	Residential Retention Rep	Other	2	2	2
300159BR	Residential Retention Rep	Referral - Employee Referral	12	12	7
300159BR	Residential Retention Rep	TextRecruit TextApply Ad	1	1	0
300159BR	Residential Retention Rep	Website - External Career Site	236	18	2
300164BR	Direct Sales Rep	Campaign - Indeed	8	8	3
300164BR	Direct Sales Rep	Website - External Career Site	65	1	0
300169BR	Field Technician II	Website - External Career Site	104	29	9
300172BR	Field Technician II	Internet - Indeed	2	2	2
300172BR	Field Technician II	Website - External Career Site	32	7	0
300189BR	Direct Sales Rep	Campaign - Indeed	18	18	5
300189BR	Direct Sales Rep	Former Employee - Rehire	1	0	0
300189BR	Direct Sales Rep	Internet - Facebook.com	1	1	0
300189BR	Direct Sales Rep	Internet - Google	1	0	0
300189BR	Direct Sales Rep	Internet - Indeed	1	0	0
300189BR	Direct Sales Rep	Job Fair - Internal	15	15	1
300189BR	Direct Sales Rep	Organization - College Diversity Organization	1	0	0
300189BR	Direct Sales Rep	Other	1	0	0
300189BR	Direct Sales Rep	Website - External Career Site	93	4	0
300201BR	Sales Activ Spec I - SMB	Ad - TV Commercial Advertisement	2	1	0
300201BR	Sales Activ Spec I - SMB	Campaign - Indeed	4	0	0
300201BR	Sales Activ Spec I - SMB	Direct Sourcing - ATS	7	7	6
300201BR	Sales Activ Spec I - SMB	Direct Sourcing - Indeed	7	6	4
300201BR	Sales Activ Spec I - SMB	Direct Sourcing - Line Networking	2	1	0
300201BR	Sales Activ Spec I - SMB	Direct Sourcing - Recruiter Networking	1	0	0
300201BR	Sales Activ Spec I - SMB	Former Employee - Rehire	3	0	0
300201BR	Sales Activ Spec I - SMB	Internal - Internal Hire	1	1	0
300201BR	Sales Activ Spec I - SMB	Internet - Glassdoor.com	2	2	2
300201BR	Sales Activ Spec I - SMB	Internet - Indeed	24	16	13
300201BR	Sales Activ Spec I - SMB	Internet - Ziprecruiter	1	0	0
300201BR	Sales Activ Spec I - SMB	Job Fair - Internal	2	0	0
300201BR	Sales Activ Spec I - SMB	Other	1	0	0
300201BR	Sales Activ Spec I - SMB	Referral - Employee Referral	8	2	2
300201BR	Sales Activ Spec I - SMB	Website - External Career Site	515	20	3
300284BR	Direct Sales Rep	Campaign - Indeed	5	5	2
300284BR	Direct Sales Rep	Former Employee - Rehire	1	1	1
300284BR	Direct Sales Rep	Internal - Internal Hire	1	1	0
300284BR	Direct Sales Rep	Internet - Indeed	1	0	0
300284BR	Direct Sales Rep	Job Fair - External	4	4	1
300284BR	Direct Sales Rep	Job Fair - Internal	1	0	0
300284BR	Direct Sales Rep	Referral - Employee Referral	1	1	0
300284BR	Direct Sales Rep	Website - External Career Site	25	2	0
300342BR	Credit Srvc Prof - Prior Debt	Website - External Career Site	257	15	4
300349BR	Credit Services Associate	Direct Sourcing - ATS	1	0	0
300349BR	Credit Services Associate	Direct Sourcing - Indeed	3	0	0
300349BR	Credit Services Associate	Former Employee - Rehire	1	0	0
300349BR	Credit Services Associate	Internal - Internal Hire	2	2	0
300349BR	Credit Services Associate	Internet - Indeed	3	0	0
300349BR	Credit Services Associate	Job Fair - Internal	1	0	0
300349BR	Credit Services Associate	Other	1	0	0
300349BR	Credit Services Associate	Referral - Employee Referral	2	1	1
300349BR	Credit Services Associate	Website - External Career Site	61	0	0
300387BR	Rep, SMB Telesales	Ad - TV Commercial Advertisement	1	0	0
300387BR	Rep, SMB Telesales	Direct Sourcing - ATS	3	1	1
300387BR	Rep, SMB Telesales	Direct Sourcing - Indeed	2	2	2
300387BR	Rep, SMB Telesales	Former Employee - Rehire	2	0	0
300387BR	Rep, SMB Telesales	Internal - Internal Hire	1	1	0
300387BR	Rep, SMB Telesales	Internet - Google	1	0	0
300387BR	Rep, SMB Telesales	Internet - Indeed	13	11	8
300387BR	Rep, SMB Telesales	Internet - Ziprecruiter	2	1	1

2022 FCC Source Report

FCC Unit: 13551 Southern Texas

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
300387BR	Rep, SMB Telesales	Other	2	1	0
300387BR	Rep, SMB Telesales	Referral - Employee Referral	3	2	1
300387BR	Rep, SMB Telesales	Website - External Career Site	163	10	0
300414BR	Rep 1, Cust Svc Video Repair	Website - External Career Site	715	66	35
300586BR	Rep 1, Cust Svc Video Repair	Website - External Career Site	530	54	31
300945BR	Store Specialist	Former Employee - Rehire	1	1	1
300945BR	Store Specialist	Referral - Employee Referral	1	1	1
300945BR	Store Specialist	Website - External Career Site	42	1	0
300958BR	Sup, Resi Inbound Sales	Website - External Career Site	31	13	3
301000BR	Rep 1, Cust Svc Billing	Website - External Career Site	717	58	41
301084BR	Store Specialist	Campaign - Indeed	2	0	0
301084BR	Store Specialist	Direct Sourcing - Recruiter Networking	1	0	0
301084BR	Store Specialist	Former Employee - Rehire	1	0	0
301084BR	Store Specialist	Internet - Google	1	0	0
301084BR	Store Specialist	Internet - Indeed	1	1	0
301084BR	Store Specialist	Job Fair - Internal	1	0	0
301084BR	Store Specialist	Referral - Employee Referral	3	1	1
301084BR	Store Specialist	Website - External Career Site	36	2	1
301142BR	Mgr, Facilities	Direct Sourcing - Other	1	1	1
301142BR	Mgr, Facilities	Website - External Career Site	32	5	0
301145BR	Maintenance Coordinator	Website - External Career Site	22	6	1
301512BR	Residential Retention Rep	Direct Sourcing - Indeed	1	0	0
301512BR	Residential Retention Rep	Former Employee - Rehire	4	4	4
301512BR	Residential Retention Rep	Internet - Google	1	1	0
301512BR	Residential Retention Rep	Internet - Indeed	18	17	14
301512BR	Residential Retention Rep	Other	1	1	1
301512BR	Residential Retention Rep	Referral - Employee Referral	10	10	9
301512BR	Residential Retention Rep	Website - External Career Site	262	12	1
301568BR	Human Resources Generalist	Former Employee - Rehire	1	0	0
301568BR	Human Resources Generalist	Internet - LinkedIn	1	1	1
301568BR	Human Resources Generalist	Website - External Career Site	48	0	0
301592BR	Field Technician II	Website - External Career Site	161	44	21
301833BR	Field Technician II	Website - External Career Site	137	25	6
301834BR	Field Technician II	Website - External Career Site	60	13	3
301866BR	Direct Sales Rep	Campaign - Indeed	1	0	0
301866BR	Direct Sales Rep	Former Employee - Rehire	1	0	0
301866BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
301866BR	Direct Sales Rep	Website - External Career Site	38	0	0
301915BR	Direct Sales Rep	Website - External Career Site	91	29	5
302013BR	Lead Credit Services	Website - External Career Site	24	4	1
302111BR	Direct Sales Rep	Campaign - Indeed	17	17	7
302111BR	Direct Sales Rep	Referral - Employee Referral	1	0	0
302111BR	Direct Sales Rep	Website - External Career Site	54	3	0
302117BR	Residential Retention Rep	Website - External Career Site	258	49	20
302203BR	Rep 1, Cust Svc Video Repair	Website - External Career Site	1614	190	35
302230BR	Multi-Tenant Sales Rep	Direct Sourcing - Indeed	2	1	1
302230BR	Multi-Tenant Sales Rep	Former Employee - Rehire	1	0	0
302230BR	Multi-Tenant Sales Rep	Referral - Employee Referral	1	0	0
302230BR	Multi-Tenant Sales Rep	Website - External Career Site	34	1	0
302273BR	DOJ Rep I	Internal - Internal Hire	11	11	0
302273BR	DOJ Rep I	Internet - Glassdoor.com	1	1	1
302273BR	DOJ Rep I	Internet - Indeed	18	18	15
302273BR	DOJ Rep I	Referral - Employee Referral	4	4	4
302273BR	DOJ Rep I	Website - External Career Site	402	26	5
302590BR	Account Executive	Referral - Employee Referral	1	0	0
302590BR	Account Executive	Website - External Career Site	14	2	2
302608BR	Sales Activ Spec I - Resi	Website - External Career Site	410	47	24
302613BR	Multi-Tenant Sales Rep	Direct Sourcing - Indeed	1	1	1
302613BR	Multi-Tenant Sales Rep	Website - External Career Site	10	1	0
302637BR	Multi-Tenant Sales Rep	Website - External Career Site	37	11	2
302646BR	Rep 1, Cust Svc Internet/Voice	Website - External Career Site	373	27	17
302705BR	Direct Sales Rep	Former Employee - Rehire	1	0	0
302705BR	Direct Sales Rep	Internet - Indeed	3	0	0
302705BR	Direct Sales Rep	Referral - Employee Referral	2	2	2
302705BR	Direct Sales Rep	Website - External Career Site	89	0	0
302707BR	Direct Sales Rep	Website - External Career Site	97	23	8
302718BR	Credit Srvcs Prof - Recovery	Website - External Career Site	140	22	9
302720BR	Direct Sales Rep	Website - External Career Site	123	35	6

2022 FCC Source Report

FCC Unit: 13551 Southern Texas

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
302785BR	Rep 1, Cust Svc Billing	Website - External Career Site	549	15	42
302819BR	Rep, SMB Telesales	Direct Sourcing - Indeed	2	2	2
302819BR	Rep, SMB Telesales	Internal - Internal Hire	1	1	0
302819BR	Rep, SMB Telesales	Internet - Indeed	17	17	12
302819BR	Rep, SMB Telesales	Internet - Other	1	1	1
302819BR	Rep, SMB Telesales	Internet - Ziprecruiter	1	1	0
302819BR	Rep, SMB Telesales	Referral - Employee Referral	1	1	1
302819BR	Rep, SMB Telesales	Website - External Career Site	147	13	0
302930BR	Residential Inbound Sales Rep	Website - External Career Site	220	57	38
302941BR	Residential Inbound Sales Rep	Website - External Career Site	287	83	45
303011BR	Field Technician II	Website - External Career Site	29	5	1
303078BR	Store Specialist	Website - External Career Site	63	4	1
303186BR	Sup, Resi Retention	Website - External Career Site	59	13	1
303314BR	Field Technician II	Website - External Career Site	222	15	4
303315BR	Field Technician II	Website - External Career Site	239	8	5
303366BR	Residential Retention Rep	Ad - Print	1	1	1
303366BR	Residential Retention Rep	Former Employee - Rehire	5	5	4
303366BR	Residential Retention Rep	Internal - Internal Hire	1	1	0
303366BR	Residential Retention Rep	Internet - Indeed	11	11	8
303366BR	Residential Retention Rep	Internet - Other	1	1	1
303366BR	Residential Retention Rep	Referral - Employee Referral	13	13	11
303366BR	Residential Retention Rep	Website - External Career Site	169	13	3
303639BR	Store Specialist	Website - External Career Site	35	3	1
303662BR	Accounts Payable Specialist	Website - External Career Site	31	3	1
303734BR	Direct Sales Rep	Former Employee - Rehire	2	2	1
303734BR	Direct Sales Rep	Job Fair - External	3	3	2
303734BR	Direct Sales Rep	Referral - Employee Referral	1	1	0
303734BR	Direct Sales Rep	Website - External Career Site	12	2	0
303777BR	Rep 1, Cust Svc Video Repair	Website - External Career Site	407	31	16
303831BR	Store Specialist	Website - External Career Site	19	1	1
304163BR	Residential Retention Rep	Website - External Career Site	285	54	17
304349BR	Account Executive	Website - External Career Site	31	6	2
304405BR	HR Coordinator	Website - External Career Site	153	7	2
304526BR	Serviceability Specialist I	Website - External Career Site	128	21	7
304601BR	Store Specialist	Website - External Career Site	30	4	1
304608BR	Account Executive	Website - External Career Site	66	4	1
304627BR	Store Specialist	Website - External Career Site	34	5	1
304631BR	Store Specialist	Website - External Career Site	21	3	1
304643BR	Residential Retention Rep	Website - External Career Site	186	48	20
304653BR	Human Resources Generalist	Website - External Career Site	48	2	1
304749BR	Sales Activ Spec I - SMB	Website - External Career Site	475	39	12
304755BR	Store Specialist	Internet - Indeed	1	0	0
304755BR	Store Specialist	Website - External Career Site	72	1	1
304925BR	Field Technician II	Website - External Career Site	67	23	9
304955BR	Store Specialist	Website - External Career Site	15	1	1
304999BR	Fiber Technician I	Website - External Career Site	36	6	1
305272BR	Mgr, Store	Website - External Career Site	32	4	1
305360BR	Rep 1, Cust Svc Video Repair	Website - External Career Site	720	60	27
305415BR	Multi-Tenant Sales Rep	Website - External Career Site	43	3	1
305420BR	Rep, SMB Telesales	Website - External Career Site	134	30	15
305428BR	Multi-Tenant Sales Rep	Website - External Career Site	16	5	1
305435BR	Account Executive	Website - External Career Site	29	1	1
305462BR	Direct Sales Rep	Website - External Career Site	66	16	4
305463BR	Direct Sales Rep	Website - External Career Site	103	15	1
305512BR	Rep 1, Cust Svc Billing	Website - External Career Site	637	46	32
305632BR	Rep 1, Spectrum Mobile	Website - External Career Site	521	38	24
305775BR	Sales Activ Spec I - Resi	Website - External Career Site	307	21	8
305832BR	Residential Retention Rep	Website - External Career Site	274	36	13
305854BR	Residential Retention Rep	Website - External Career Site	374	84	27
305915BR	Human Resources Generalist	Website - External Career Site	52	3	1
305934BR	Store Specialist	Website - External Career Site	39	3	1
305985BR	Recruiter I	Website - External Career Site	70	6	1
305990BR	Residential Inbound Sales Rep	Website - External Career Site	294	73	37
306165BR	Direct Sales Rep	Website - External Career Site	64	7	4
306298BR	Sup, Construction	Website - External Career Site	2	2	1
306495BR	Residential Retention Rep	Website - External Career Site	280	61	27
306549BR	Credit Srvcs Prof - Recovery	Website - External Career Site	165	37	18
306568BR	Store Specialist	Website - External Career Site	24	2	1

2022 FCC Source Report

FCC Unit: 13551 Southern Texas

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
306603BR	Multi-Tenant Sales Rep	Website - External Career Site	7	2	1
306668BR	Store Specialist	Website - External Career Site	17	4	1
306713BR	Store Specialist	Website - External Career Site	80	11	3
306986BR	Dir, State Government Affairs	Website - External Career Site	8	1	1
307147BR	Store Specialist	Website - External Career Site	44	2	1
307160BR	Field Technician II	Website - External Career Site	243	63	25
307462BR	Store Specialist	Website - External Career Site	59	2	1
307463BR	Mgr, Resi Retention	Website - External Career Site	17	1	1
307490BR	Store Specialist	Website - External Career Site	34	3	1
307694BR	Direct Sales Rep	Website - External Career Site	102	29	6
307797BR	Direct Sales Rep	Website - External Career Site	74	16	4
307799BR	Rep, SMB Telesales	Website - External Career Site	167	38	19
308262BR	Store Specialist	Website - External Career Site	18	2	1
308266BR	Store Specialist	Website - External Career Site	27	1	1
308371BR	Multi-Tenant Sales Rep	Website - External Career Site	55	12	1
308483BR	Direct Sales Rep	Website - External Career Site	41	10	2
308578BR	Field Technician II	Website - External Career Site	25	9	1
308602BR	Residential Retention Rep	Website - External Career Site	509	88	33
308657BR	Sales Activ Spec I - SMB	Website - External Career Site	205	14	9
308699BR	Human Resources Generalist	Website - External Career Site	73	5	2
308748BR	Field Technician II	Website - External Career Site	65	28	12
308754BR	Multi-Tenant Sales Rep	Website - External Career Site	21	3	1
308935BR	Field Technician II	Website - External Career Site	54	13	3
308952BR	Field Technician II	Website - External Career Site	14	3	2
309333BR	Store Specialist	Website - External Career Site	39	4	3
309350BR	Multi-Tenant Sales Rep	Website - External Career Site	26	6	1
309444BR	Credit Srvc Prof - Recovery	Website - External Career Site	90	26	7
309467BR	Store Specialist	Website - External Career Site	78	2	1
309708BR	Store Specialist	Website - External Career Site	34	3	1
309742BR	Store Specialist	Website - External Career Site	141	1	1
309998BR	Account Executive	Website - External Career Site	23	4	1
310144BR	Multi-Tenant Sales Rep	Website - External Career Site	47	7	1
310178BR	Store Specialist	Website - External Career Site	38	1	1
310179BR	Store Specialist	Website - External Career Site	27	2	1
310530BR	Direct Sales Rep	Website - External Career Site	86	25	5
310548BR	Rep, SMB Telesales	Website - External Career Site	182	45	16
310787BR	Store Specialist	Website - External Career Site	32	1	1
310807BR	SAM - Strategic AM Gov/Ed	Website - External Career Site	11	1	1
310909BR	DOJ Rep I	Website - External Career Site	209	44	11
310918BR	Direct Sales Rep	Website - External Career Site	42	11	1
311068BR	Store Specialist	Website - External Career Site	19	1	1
311603BR	Workforce Mgmt Care Coord I	Website - External Career Site	83	6	2
313956BR	Multi-Tenant Sales Rep	Website - External Career Site	6	2	1