

Location	Opportunity Title	Post Date	Close Date	Source	Interviewed	Hired
<b>Alabama</b>						
Anniston, AL	Business Care Specialist	10/27/2021	3/14/2022	Associate Referral	3	1
				Best Companies AZ	1	
				Cable One recruiter	1	
				Facebook	1	
				ZZ Other source not listed	1	
Anniston, AL	Deployment Coordinator, Business Srv (REMOTE)	1/11/2022	2/3/2022	Current Associate	2	
				ZZ Other source not listed	1	1
Anniston, AL	In-Bound Sales Representative	9/28/2021	12/2/2021	Current Associate	2	1
				Former Associate	1	
				Associate Referral	7	4
				Cable One recruiter	1	
				Career fair/Networking - Vet Talks Event	1	
				CareerBuilder	1	
				Facebook	2	
				Glassdoor	1	
				Indeed	54	4
				LinkedIn	2	
				Online Advertisement	1	
				ZipRecruiter	1	
				ZZ Other source not listed	3	2
Anniston, AL	Information Security GRC Analyst II	9/9/2021	12/6/2021	Cable One recruiter	2	1
				Indeed	1	
				LinkedIn	1	
Anniston, AL	Lead In-Bound Sales Representative	4/15/2022	4/29/2022	Current Associate	2	
				Associate Referral	1	
				ZZ Other source not listed	1	1
Anniston, AL	Retention Representative	9/30/2021	11/18/2021	Associate Referral	6	
				Best Companies AZ	1	
				Cable One recruiter	1	
				CareerBuilder	1	
				Community organization - Chicanos Por La Causa	1	
				Indeed	27	1
				LinkedIn	2	
				Now Hiring Sign	1	
				Online Advertisement	1	
				Staffing agency	1	
				ZipRecruiter	3	1
				ZZ Other source not listed	1	
Anniston, AL	Technical Care Center Supervisor	8/17/2021	10/6/2021	Current Associate	3	
				Associate Referral	1	1
				CareerBuilder	1	
				Indeed	7	
Anniston, AL	Technical Care Specialist	9/24/2021	11/15/2021	Former Associate	2	
				Associate Referral	17	5
				Cable One recruiter	1	
				Career fair/Networking - Vet Talks Event	1	
				Career fair/Networking event - Other (not listed)	2	
				CareerBuilder	3	
				DiversityJobs.com	1	
				Facebook	12	
				Glassdoor	1	
				Indeed	118	14
				LinkedIn	4	1
				Now Hiring Sign	2	
				Online Advertisement	8	1
				ZipRecruiter	4	2
				ZZ Other source not listed	4	1
Anniston, AL	Technical Care Specialist Trainee	11/9/2021	2/8/2022	Current Associate	2	
				Former Associate	1	
				Associate Referral	32	7
				Black In HR	1	
				Cable One recruiter	2	
				Career fair/Networking event - Other (not listed)	1	
				CareerBuilder	2	
				Facebook	1	
				Glassdoor	1	
				Indeed	201	14
				LinkedIn	6	1
				Online Advertisement	4	
				ZipRecruiter	2	
				ZZ Other source not listed	36	4
Anniston, AL	Technical Care Specialist Trainee	2/8/2022	3/17/2022	Current Associate	3	1
				Former Associate	1	1
				Associate Referral	10	4
				Indeed	13	6
				ZipRecruiter	4	3
				ZZ Other source not listed	4	4
Anniston, AL	Technical Care Specialist Trainee	3/22/2022	3/28/2022	ZZ Other source not listed	4	4
Anniston, AL	Technical Support - Call Center	7/30/2021	9/29/2021	Former Associate	3	1

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<b>Alabama</b>						
				Associate Referral	8	2
				CareerBuilder	3	1
				College/School job board - Other (not listed)	1	
				Facebook	14	1
				Glassdoor	2	
				Indeed	117	12
				LinkedIn	3	
				Now Hiring Sign	1	
				Online Advertisement	6	1
				ZZ Other source not listed	3	
<b>Arkansas</b>						
Benton, AR	Business Account Executive	12/31/2020	9/17/2021	Associate Referral	1	
				Indeed	2	
				LinkedIn	1	
				Staffing agency	1	1
Benton, AR	Construction Technician	7/21/2021	8/30/2021	Facebook	1	
				Indeed	3	1
Benton, AR	Customer Service Manager	1/24/2022	4/27/2022	Current Associate	2	
				Indeed	5	1
				LinkedIn	1	
Benton, AR	Field Technician	4/27/2021	10/11/2021	Career fair/Networking event - Other (not listed)	1	
				Facebook	1	1
				Indeed	3	1
				Online Advertisement	1	
				ZZ Other source not listed	1	
Benton, AR	Field Technician	9/16/2021	4/4/2022	Former Associate	2	
				Associate Referral	1	
				Indeed	5	2
Benton, AR	Field Technician	10/26/2021	3/21/2022	Associate Referral	1	1
				Indeed	2	
				Now Hiring Sign	1	
				Online Advertisement	1	1
Benton, AR	Warehouse Technician	10/13/2021	1/31/2022	Indeed	4	1
Mabelvale, AR	Headend Technician	1/28/2022	3/31/2022	Current Associate	1	1
				Associate Referral	1	
Mabelvale, AR	Headend Technician	2/1/2022	5/9/2022	Associate Referral	1	1
<b>Arizona</b>						
Cottonwood, AZ	Advance Technician	12/21/2021	12/30/2021	Associate Referral	1	1
Cottonwood, AZ	Advertising Sales Manager	11/22/2021	12/17/2021	Associate Referral	1	1
Cottonwood, AZ	Advertising Sales Manager	4/12/2022	4/27/2022	Current Employee	1	1
Cottonwood, AZ	Customer Service Representative	8/27/2021	9/15/2021	Current Employee	1	1
Cottonwood, AZ	Field Technician	10/13/2021	11/2/2021	Associate Referral	1	1
				Cable One recruiter	1	
Cottonwood, AZ	Field Technician	1/6/2022	2/23/2022	Indeed	2	
				ZZ Other source not listed	1	1
Miami, AZ	Business Field Technician	2/27/2022	3/8/2022	Current Associate	1	1
Miami, AZ	Field Technician	7/26/2021	9/1/2021	Cable One recruiter	1	1
				Indeed	1	
Miami, AZ	Field Technician	8/9/2021	9/15/2021	Indeed	5	1
Miami, AZ	Field Technician	11/16/2021	1/10/2022	Associate Referral	2	
				Indeed	2	1
				LinkedIn	1	
Miami, AZ	Field Technician	2/17/2022	3/11/2022	Indeed	2	1
Miami, AZ	Field Technician	3/8/2022	4/4/2022	Cable One recruiter	1	1
Phoenix, AZ	Accountant	2/12/2021	9/29/2021	Indeed	1	
				LinkedIn	2	
				Online Advertisement	1	
Phoenix, AZ	Accountant II	11/17/2021	2/11/2022	Staffing agency	1	1
Phoenix, AZ	Accountant II	11/24/2021	6/3/2022	Indeed	5	
				LinkedIn	2	
Phoenix, AZ	Accountant II	6/16/2022	7/25/2022	Agency	1	
Phoenix, AZ	Accounting Manager	8/25/2021	9/30/2021	LinkedIn	1	1
Phoenix, AZ	Accounting Manager	11/5/2021	3/24/2022	Associate Referral	1	1
				LinkedIn	1	
Phoenix, AZ	Accounting Manager, Capital, Fixed Assets and Leasing	7/8/2021	10/18/2021	Associate Referral	1	1
				Cable One recruiter	1	
				Indeed	2	
				Staffing agency	1	
				ZZ Other source not listed	1	
Phoenix, AZ	Accounting Manager, Programming	2/3/2022	3/15/2022	LinkedIn	1	
				Staffing agency	1	1
Phoenix, AZ	Application Analyst - Billing	9/22/2021	10/26/2021	Current Associate	1	1
Phoenix, AZ	Application Specialist I - Billing	10/22/2021	11/3/2021	Associate Referral	1	1
Phoenix, AZ	BI Analyst II	8/19/2021	11/15/2021	Current Associate	3	1
Phoenix, AZ	BI Systems Analyst I	8/19/2021	11/15/2021	Current Associate	1	1
Phoenix, AZ	Building Maintenance/Logistics Support Assistant I	3/18/2022	5/3/2022	Associate Referral	1	1
Phoenix, AZ	Business Account Representative	7/19/2021	1/4/2022	Current Associate	1	1
				Associate Referral	1	1
				Cable One recruiter	1	

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<b>Arizona</b>						
				Indeed	2	
				Online Advertisement	1	
Phoenix, AZ	Business Analyst I	9/9/2021	11/10/2021	Current Associate	2	1
Phoenix, AZ	Business Analyst I	9/17/2021	11/10/2021	Current Associate	1	1
Phoenix, AZ	Business Care Specialist	7/9/2021	10/21/2021	Associate Referral	1	1
Phoenix, AZ	Business Care Specialist	7/19/2021	10/13/2021	Associate Referral	2	
				Indeed	2	1
Phoenix, AZ	Business Care Specialist	9/22/2021	11/16/2021	Indeed	5	1
Phoenix, AZ	Business Care Specialist	1/20/2022	3/15/2022	ZZ Other source not listed	1	1
Phoenix, AZ	Business Fulfillment Specialist	11/23/2021	3/2/2022	Associate Referral	2	
				LinkedIn	2	
				ZZ Other source not listed	1	1
Phoenix, AZ	Business Implementation Manager	8/2/2021	11/8/2021	Current Associate	3	1
				Associate Referral	1	
Phoenix, AZ	Business Implementation Manager	3/8/2022	4/11/2022	Current Associate	1	1
Phoenix, AZ	Business Implementation Specialist	9/17/2021	1/11/2022	Associate Referral	1	
				LinkedIn	1	
Phoenix, AZ	Business Intelligence Engineer I	8/9/2021	9/30/2021	Associate Referral	2	1
Phoenix, AZ	Business Sales Representative (Outbound Call Center)	6/2/2021	8/31/2021	Associate Referral	4	1
				Indeed	2	1
Phoenix, AZ	Business Systems Analyst	8/5/2021	11/24/2021	Current Associate	4	1
				Associate Referral	1	1
				Indeed	3	
Phoenix, AZ	Business Systems Analyst	1/11/2022	2/8/2022	Former Associate	1	
				Associate Referral	1	1
Phoenix, AZ	Commercial Network Engineer I	10/14/2021	1/13/2022	Current Associate	2	
				Associate Referral	1	1
Phoenix, AZ	Commercial Network Engineer I	5/4/2022	7/26/2022	Glassdoor	1	
Phoenix, AZ	Commercial Network Engineer I	5/26/2022	7/26/2022	Current Associate	1	
Phoenix, AZ	Commercial Network Engineer I	6/7/2022	7/26/2022	Current Associate	1	
Phoenix, AZ	Communications Specialist	12/9/2021	2/15/2022	Associate Referral	1	
				Indeed	1	
				ZipRecruiter	1	1
				ZZ Other source not listed	1	
Phoenix, AZ	Core Engineering Manager	11/29/2021	2/22/2022	Associate Referral	1	1
Phoenix, AZ	CPE Engineer I	2/11/2022	4/21/2022	Current Associate	5	1
				Associate Referral	2	
Phoenix, AZ	Customer Experience Analyst	2/28/2022	4/11/2022	Current Associate	1	1
Phoenix, AZ	Customer Service Specialist, Business Care	6/4/2021	9/2/2021	Associate Referral	3	
				Best Companies AZ	1	
				CareerBuilder	1	
				Indeed	1	
				LinkedIn	1	1
				Staffing agency	1	
				ZZ Other source not listed	2	
Phoenix, AZ	Cyber Security Engineer I	11/22/2021	1/31/2022	Current Associate	1	
				Associate Referral	1	1
				LinkedIn	1	
Phoenix, AZ	Data Specialist	9/7/2021	12/7/2021	Current Associate	2	
				Associate Referral	1	
				Best Companies AZ	1	
				Indeed	3	1
				LinkedIn	3	
Phoenix, AZ	Data Specialist	12/13/2021	5/3/2022	Indeed	4	
				LinkedIn	3	1
				ZZ Other source not listed	1	
Phoenix, AZ	Desktop Support Specialist	8/9/2021	10/19/2021	Associate Referral	2	
				College/School job board - ASU	1	
				Indeed	9	
				LinkedIn	8	1
Phoenix, AZ	Digital Copywriter II	8/26/2021	9/24/2021	Current Associate	1	1
Phoenix, AZ	Digital Media Sales Consultant	4/16/2021	2/28/2022	Former Associate	1	
				Associate Referral	3	1
				ZZ Other source not listed	1	
Phoenix, AZ	Director Billing Services	11/4/2021	12/14/2021	Current Associate	2	1
				LinkedIn	1	
Phoenix, AZ	Director Development & Training	5/21/2021	3/28/2022	Current Associate	1	
				LinkedIn	1	
Phoenix, AZ	Director Division Engineering - CLOSING TBD	1/21/2022	5/3/2022	Current Associate	1	1
Phoenix, AZ	Director of Accounting – Special Projects & Integration	3/21/2022	4/27/2022	ZZ Other source not listed	1	1
Phoenix, AZ	Director of Business Intelligence	10/13/2021	11/15/2021	Current Associate	1	1
Phoenix, AZ	Director of OSP Design	6/19/2021	9/14/2021	Current Associate	2	1
				Associate Referral	1	
				Cable One recruiter	1	
				Indeed	2	
				LinkedIn	2	
Phoenix, AZ	Director, Access Engineering	2/9/2022	4/12/2022	Current Associate	2	1
Phoenix, AZ	Director, Core Engineering	2/23/2022	4/6/2022	Associate Referral	1	1
Phoenix, AZ	Diversity, Equity, and Inclusion Lead	1/27/2022	5/3/2022	Indeed	14	1

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<b>Arizona</b>						
Phoenix, AZ	Division Vice President - SouthCentral Division	11/15/2021	12/27/2021	LinkedIn	5	
				Current Associate	8	1
				Cable One recruiter	1	
Phoenix, AZ	DOCSIS Engineer	9/9/2021	10/18/2021	Current Associate	2	1
				Indeed	1	
Phoenix, AZ	DOCSIS Engineer II	11/19/2021	2/8/2022	Current Associate	3	1
				Staffing agency	1	
Phoenix, AZ	DOCSIS Engineering Manager	6/6/2021	9/8/2021	Former Associate	1	
				LinkedIn	1	1
Phoenix, AZ	Enterprise Business Support Specialist	9/13/2021	11/4/2021	Current Associate	4	1
				Associate Referral	1	
				Cable One recruiter	1	
Phoenix, AZ	Executive Assistant	8/12/2021	10/25/2021	Associate Referral	1	
				Indeed	1	
				LinkedIn	2	1
				ZipRecruiter	1	
Phoenix, AZ	Executive Assistant	2/25/2022	2/28/2022	Former Associate	1	1
Phoenix, AZ	Executive Recruiter & Talent Acquisition Project Manager	2/24/2022	3/8/2022	ZZ Other source not listed	1	1
Phoenix, AZ	Experience Assurance Analyst	1/7/2022	2/8/2022	Current Associate	8	1
				Associate Referral	1	
Phoenix, AZ	Experience Design Specialist I	2/10/2022	3/21/2022	Current Associate	2	
				LinkedIn	1	1
Phoenix, AZ	Facilities Supervisor	3/29/2022	5/3/2022	Associate Referral	1	1
Phoenix, AZ	Field Operations Manager	11/16/2021	2/8/2022	Current Associate	4	1
				Associate Referral	2	
				Online Advertisement	1	
Phoenix, AZ	Financial Analyst, Revenue Assurance	6/25/2021	9/14/2021	Current Associate	1	1
				Indeed	1	
				LinkedIn	1	
				ZZ Other source not listed	1	
Phoenix, AZ	Helpdesk Specialist	11/17/2021	2/4/2022	Current Associate	1	1
Phoenix, AZ	Helpdesk Specialist	12/28/2021	3/4/2022	Current Associate	1	1
Phoenix, AZ	Helpdesk Specialist	5/23/2022	7/13/2022	Current Associate	1	
Phoenix, AZ	Inbound Sales Center Supervisor	2/3/2022	2/18/2022	Current Associate	3	1
				Associate Referral	1	
Phoenix, AZ	Inbound Sales Representative	4/6/2022	4/14/2022	Current Associate	4	
				Indeed	6	
				LinkedIn	2	
				ZZ Other source not listed	1	
Phoenix, AZ	Inbound Sales Representative	4/19/2022	4/26/2022	ZZ Other source not listed	1	1
Phoenix, AZ	In-Bound Sales Representative	12/6/2021	2/2/2022	Current Associate	3	
				Former Associate	1	1
				Associate Referral	8	3
				Cable One recruiter	3	1
				College/School job board - ASU	1	1
				Facebook	1	
				Indeed	37	
				LinkedIn	1	
				ZZ Other source not listed	1	
Phoenix, AZ	Industrial Engineer I	5/19/2021	9/25/2021	Indeed	1	1
Phoenix, AZ	Industrial Engineer I	5/19/2021	9/25/2021	LinkedIn	2	
Phoenix, AZ	Industrial Engineer I or II	8/19/2021	11/2/2021	Indeed	1	1
Phoenix, AZ	Information Security Engineer I	8/30/2021	11/10/2021	Current Associate	1	1
				Associate Referral	1	
				LinkedIn	1	
				Monster	1	
Phoenix, AZ	Information Security GRC Analyst II	3/25/2022	5/9/2022	Current Associate	1	
				Associate Referral	1	
				Indeed	2	1
Phoenix, AZ	IP Engineer	2/11/2022	4/5/2022	Associate Referral	2	1
Phoenix, AZ	IP Internet Protocol Engineer I	2/11/2022	5/16/2022	Current Associate	2	1
				Associate Referral	1	
				Indeed	1	
				LinkedIn	1	
Phoenix, AZ	IP Internet Protocol Engineer II	8/30/2021	10/25/2021	Current Associate	2	1
Phoenix, AZ	IP Specialist - Internet Protocol Specialist I	6/28/2021	9/28/2021	Current Associate	1	1
				DES/State Employment Agency	1	
Phoenix, AZ	IP Specialist - Internet Protocol Specialist I	11/17/2021	1/25/2022	Cable One recruiter	1	1
Phoenix, AZ	Lead Accounts Payable Representative	11/10/2021	11/30/2021	Current Associate	1	1
Phoenix, AZ	Lead Accounts Payable Representative	3/29/2022	4/27/2022	Former Associate	1	1
Phoenix, AZ	Lead In-Bound Sales Representative	12/6/2021	3/2/2022	Current Associate	3	
				Indeed	1	
Phoenix, AZ	Lead In-Bound Sales Representative	2/21/2022	4/7/2022	Current Associate	1	1
Phoenix, AZ	Lead IP Specialist Engineer	11/5/2021	1/25/2022	Staffing agency	1	
				ZZ Other source not listed	1	1
Phoenix, AZ	Manager Software Engineering	2/18/2022	5/16/2022	Current Associate	3	1
				LinkedIn	1	
Phoenix, AZ	Marketing Specialist	8/6/2021	10/14/2021	Current Associate	2	1
				Associate Referral	1	

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<b>Arizona</b>						
				Indeed	1	
				LinkedIn	1	
Phoenix, AZ	Network Engineer - Core Engineering	8/30/2021	3/16/2022	Current Associate	4	1
				Associate Referral	2	
				Cable One recruiter	1	
				Indeed	1	
Phoenix, AZ	Network Operations (NOC) Supervisor	11/9/2021	2/22/2022	Associate Referral	1	1
Phoenix, AZ	Network Operations Specialist I	1/4/2022	5/16/2022	Current Associate	2	1
				Indeed	1	
Phoenix, AZ	Network Security Engineer II	11/11/2021	3/29/2022	Cable One recruiter	1	1
				Staffing agency	1	
Phoenix, AZ	NOC Analyst I	10/14/2021	1/7/2022	CareerBuilder	1	
				Indeed	5	1
				LinkedIn	6	
				Online Advertisement	1	
				Professional organization - Other (not listed)	1	
Phoenix, AZ	Outbound Sales Representative	9/24/2021	10/4/2021	Former Associate	1	1
Phoenix, AZ	Outbound Sales Representative	12/6/2021	1/31/2022	Current Associate	1	
				Associate Referral	1	
				Indeed	7	
				LinkedIn	1	
				Online Advertisement	1	
Phoenix, AZ	Payroll Manager	6/20/2022	7/5/2022	Indeed	1	
				Indeed	1	
Phoenix, AZ	Product Specialist I-Phone	8/30/2021	9/27/2021	Associate Referral	1	1
Phoenix, AZ	Project Coordinator	11/16/2021	2/8/2022	Current Associate	4	1
				Glassdoor	1	
				Indeed	15	
				LinkedIn	2	
Phoenix, AZ	Project Manager I - PMO	11/23/2021	1/31/2022	Current Associate	2	1
				Associate Referral	2	
				Cable One recruiter	1	
Phoenix, AZ	Regional Controller - (Director)	1/13/2022	4/4/2022	Current Associate	1	
				Indeed	1	
Phoenix, AZ	Retention Representative	12/6/2021	1/31/2022	Associate Referral	3	1
				CareerBuilder	1	
				Facebook	2	
				Indeed	24	1
				LinkedIn	2	
Phoenix, AZ	Retention Representative	5/9/2022	6/2/2022	Corporate Website	1	
				Indeed	1	
				LinkedIn	1	
Phoenix, AZ	Sales Enablement Operations Analyst	3/18/2022	4/14/2022	Current Associate	5	1
Phoenix, AZ	Salesforce Administrator	6/16/2021	9/17/2021	Glassdoor	1	
				Indeed	1	1
Phoenix, AZ	Salesforce Developer I	9/22/2021	4/6/2022	Indeed	1	
				LinkedIn	1	
Phoenix, AZ	Salesforce Developer II	4/6/2022	4/21/2022	Cable One recruiter	1	1
Phoenix, AZ	Senior Accountant	8/31/2021	10/18/2021	Professional organization - Other (not listed)	1	
				Staffing agency	2	1
Phoenix, AZ	Senior Accountant	3/2/2022	3/9/2022	Staffing agency	1	1
Phoenix, AZ	Senior Accountant - Fixed Assets	2/2/2022	3/17/2022	Former Associate	1	1
Phoenix, AZ	Senior Accountant - Fixed Assets	5/17/2022	6/21/2022	Associate Referral	1	1
Phoenix, AZ	Senior Accountant - Programming	9/7/2021	3/8/2022	Indeed	2	
				LinkedIn	1	
				ZZ Other source not listed	1	1
Phoenix, AZ	Senior Director, Construction	2/23/2022	4/21/2022	Former Associate	1	
Phoenix, AZ	Senior Financial Reporting Analyst	9/7/2021	5/3/2022	Former Associate	1	
				LinkedIn	1	
Phoenix, AZ	Senior Indirect Tax Accountant	12/21/2021	1/4/2022	Staffing agency	1	1
Phoenix, AZ	Senior Software Quality Assurance Engineer	2/4/2022	3/8/2022	Cable One recruiter	1	
				Indeed	2	
Remote AZ	Senior Talent Management Consultant	8/1/2022	8/31/2022	LinkedIn	1	
Phoenix, AZ	Server Support Specialist I	10/13/2021	5/2/2022	Current Associate	1	1
				Associate Referral	1	
				Indeed	3	
				LinkedIn	2	
Phoenix, AZ	Server Support Specialist II	10/12/2021	2/15/2022	Current Associate	1	1
				Indeed	3	
Phoenix, AZ	Small Business Support Specialist	2/7/2022	3/9/2022	Current Associate	11	8
				Associate Referral	1	
Phoenix, AZ	Social Media Manager	9/7/2021	12/7/2021	Facebook	1	
				Indeed	1	
				LinkedIn	3	1
Phoenix, AZ	Social Media Specialist Intern	8/17/2021	9/21/2021	Associate Referral	1	
				Indeed	2	
Phoenix, AZ	Software Engineer I	10/12/2021	4/5/2022	Current Associate	2	1
				Associate Referral	1	
				Best Companies AZ	1	

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<b>Arizona</b>						
				College/School job board - ASU	1	
				LinkedIn	6	
Phoenix, AZ	Software Engineer I - IT	11/16/2021	3/16/2022	Current Associate	2	
				Associate Referral	1	1
				College/School job board - Handshake	1	
				Indeed	1	
Phoenix, AZ	Software Engineer I - IT	4/5/2022	5/16/2022	Associate Referral	1	1
				Indeed	1	
Phoenix, AZ	Software Specialist I	11/23/2021	1/19/2022	Associate Referral	1	1
Phoenix, AZ	Software Specialist I	4/5/2022	5/16/2022	Associate Referral	2	1
				LinkedIn	2	
Phoenix, AZ	Sr Director Plant Engineering	12/9/2021	1/3/2022	Current Associate	1	1
Phoenix, AZ	Sr. Revenue Accounting Manager	1/6/2022	4/12/2022	Staffing agency	1	1
Phoenix, AZ	Systems Analyst II	10/12/2021	2/21/2022	Indeed	1	
				LinkedIn	1	
				ZZ Other source not listed	1	1
Prescott, AZ	Advance Technician	9/21/2021	10/20/2021	Current Employee	2	1
Prescott, AZ	Business Account Executive II	5/19/2021	9/10/2021	Associate Referral	1	
				Indeed	1	
				LinkedIn	1	
				ZZ Other source not listed	1	1
Prescott, AZ	Business Sales Manager	2/17/2022	4/8/2022	Current Employee	2	1
				Indeed	2	
Prescott, AZ	Field Technician	9/21/2021	10/15/2021	Associate Referral	2	
				Indeed	1	
				Online Advertisement	1	
Prescott, AZ	Field Technician	10/21/2021	11/18/2021	Associate Referral	1	
Remote AZ	Director FP&A	8/8/2022	9/1/2022	LinkedIn	1	
Remote AZ	Director FP&A	7/4/2022	9/1/2022	Corporate Website	1	
Remote AZ	Director FP&A	7/15/2022	9/1/2022	Indeed	1	
Remote AZ	Director FP&A	7/26/2022	9/1/2022	LinkedIn	1	
Remote AZ	Inbound Sales Representative	5/24/2022	6/2/2022	Current Associate	1	1
Remote AZ	Internal Audit Intern	5/4/2022	6/8/2022	Indeed	1	1
Remote AZ	Internal Audit Intern	5/11/2022	6/8/2022	Education Institution -> College/University	1	1
Remote AZ	Internal Audit Intern	5/17/2022	6/8/2022	Indeed	1	1
Remote AZ	Senior Talent Management Consultant	8/1/2022	8/31/2022	LinkedIn	1	
Remote AZ	Technical Care Center Specialist	6/6/2022	7/13/2022	Agency	1	
Remote AZ	Technical Care Center Specialist	6/7/2022	7/13/2022	Associate Referral	1	
				Corporate Website	2	
				Associate Referral	1	
				Corporate Website	2	
				Cable One Recruiter	1	
Remote AZ	Technical Care Center Specialist	6/9/2022	7/13/2022	Indeed	2	
Remote AZ	Technical Care Center Specialist	6/9/2022	8/8/2022	Associate Referral	1	
				Indeed	4	
				Glassdoor	1	
Remote AZ	Technical Care Center Specialist	6/10/2022	7/13/2022	Corporate Website	1	
Remote AZ	Technical Care Center Specialist	6/10/2022	8/8/2022	Indeed	2	
Remote AZ	Technical Care Center Specialist	6/11/2022	7/13/2022	Associate Referral	1	
Remote AZ	Technical Care Center Specialist	6/11/2022	8/8/2022	Indeed	1	
Remote AZ	Technical Care Center Specialist	6/12/2022	8/8/2022	Corporate Website	1	
				Facebook	1	
Remote AZ	Technical Care Center Specialist	6/13/2022	8/8/2022	Indeed	1	
				Career Builder	1	
Remote AZ	Technical Care Center Specialist	6/14/2022	8/8/2022	Indeed	1	
				Agency	1	
Remote AZ	Technical Care Center Specialist	6/15/2022	7/13/2022	Glassdoor	1	
				Corporate Website	1	
				Zip Recruiter	1	
Remote AZ	Technical Care Center Specialist	6/15/2022	8/8/2022	Facebook	1	
Remote AZ	Technical Care Center Specialist	6/16/2022	8/8/2022	Indeed	1	
Remote AZ	Technical Care Center Specialist	6/17/2022	7/13/2022	Associate Referral	1	
Remote AZ	Technical Care Center Specialist	6/17/2022	8/8/2022	Corporate Website	1	
Remote AZ	Technical Care Center Specialist	6/20/2022	8/8/2022	Indeed	1	
Remote AZ	Technical Care Center Specialist	6/21/2022	7/13/2022	Corporate Website	1	
Remote AZ	Technical Care Center Specialist	6/21/2022	8/8/2022	Indeed	1	
Remote AZ	Technical Care Center Specialist	6/22/2022	7/13/2022	Associate Referral	10	
Remote AZ	Technical Care Center Specialist	6/22/2022	8/8/2022	Indeed	1	
Remote AZ	Technical Care Center Specialist	6/23/2022	8/8/2022	Indeed	2	
				Agency	1	
Remote AZ	Technical Care Center Specialist	6/24/2022	8/8/2022	Indeed	3	
Remote AZ	Technical Care Center Specialist	6/27/2022	8/8/2022	Indeed	1	
Remote AZ	Technical Care Center Specialist	6/28/2022	8/8/2022	Indeed	1	
Remote AZ	Technical Care Center Specialist	6/30/2022	8/8/2022	Facebook	1	
Remote AZ	Technical Care Center Specialist	7/1/2022	8/8/2022	Corporate Website	1	
Remote AZ	Technical Care Center Specialist	7/7/2022	8/8/2022	LinkedIn	1	
Remote AZ	Technical Care Center Specialist	7/11/2022	8/8/2022	Indeed	2	
Remote AZ	Technical Care Center Specialist	7/13/2022	8/8/2022	Associate Referral	1	
Remote AZ	Technical Care Center Specialist	7/14/2022	7/13/2022	Current Associate	1	

Location	Opportunity Title	Post Date	Close Date	Source	Interviewed	Hired
<b>Arizona</b>						
Remote AZ	Technical Care Center Specialist	7/14/2022	8/8/2022	Associate Referral	1	
Remote AZ	Technical Care Center Specialist	7/15/2022	8/8/2022	Past Associate	1	
Remote AZ	Technical Care Spec Train-3	6/22/2022	7/18/2022	Indeed	1	
Show Low, AZ	Advance Technician	9/7/2021	9/28/2021	Current Associate	1	1
Show Low, AZ	Business Account Executive	6/16/2021	1/31/2022	Current Associate	1	
				Facebook	1	
				Indeed	4	1
				LinkedIn	2	
Show Low, AZ	Field Technical Supervisor	3/28/2022	4/20/2022	Current Associate	3	1
				Associate Referral	1	
Show Low, AZ	Field Technician	6/23/2021	9/30/2021	Former Associate	1	1
				Associate Referral	1	
				Facebook	1	
				Indeed	1	
				TV Commercial	1	
Show Low, AZ	Field Technician	11/8/2021	12/27/2021	Facebook	1	
				Indeed	2	
				LinkedIn	1	
				ZZ Other source not listed	1	1
<b>Iowa</b>						
Sioux City, IA	Customer Service Representative	9/10/2021	10/11/2021	Current Associate	4	2
Sioux City, IA	Field Technician	7/1/2021	10/11/2021	Associate Referral	2	
				Facebook	1	
				Indeed	8	
				LinkedIn	1	1
Sioux City, IA	Seasonal Field Tech - Drop Bury	3/7/2022	4/25/2022	Former Associate	1	1
<b>Idaho</b>						
Boise, ID	Advertising Sales Manager	4/5/2022	4/27/2022	Current Employee	1	1
Boise, ID	Advertising Sales Specialist	6/25/2021	10/1/2021	Indeed	1	
				ZZ Other source not listed	1	1
Boise, ID	Business Account Executive	8/9/2021	10/8/2021	Glassdoor	1	1
Boise, ID	Business Account Executive	9/17/2021	1/4/2022	Current Employee	1	1
Boise, ID	Customer Service Representative	8/27/2021	10/20/2021	Current Employee	1	
				DES/State Employment Agency	1	
				Indeed	4	
				ZipRecruiter	1	
Boise, ID	Digital Media Sales Consultant	11/22/2021	1/24/2022	LinkedIn	1	1
Boise, ID	Digital Media Sales Coordinator	7/9/2021	1/6/2022	Indeed	2	
				LinkedIn	3	
				Online Advertisement	1	1
Boise, ID	Field Technician	7/13/2021	10/15/2021	Associate Referral	3	
				Indeed	6	2
				LinkedIn	1	
				Military organization - Hire Heroes	1	
				TV Commercial	1	
Boise, ID	Field Technician	8/16/2021	10/18/2021	Associate Referral	1	1
				Indeed	3	
				LinkedIn	1	
Boise, ID	Field Technician	9/22/2021	1/3/2022	CareerBuilder	1	
				Indeed	7	1
				Online Advertisement	1	
				ZZ Other source not listed	1	
Boise, ID	Field Technician	10/6/2021	2/9/2022	Cable One recruiter	1	
				Indeed	4	
				LinkedIn	1	
				Online Advertisement	1	
				ZZ Other source not listed	1	1
Boise, ID	Field Technician	11/16/2021	3/15/2022	Former Employee	1	1
				Cable One recruiter	3	
				Indeed	2	
				ZZ Other source not listed	1	
Boise, ID	Field Technician	1/18/2022	3/25/2022	Associate Referral	1	
				Cable One recruiter	1	1
Boise, ID	Recruiter - Temporary/Contractor	6/29/2021	10/6/2021	Indeed	1	
				LinkedIn	1	
				Facebook	1	
				Indeed	5	
				LinkedIn	2	
				ZZ Other source not listed	2	1
Boise, ID	Talent Acquisition Specialist	10/26/2021	10/26/2021	Current Employee	1	1
Idaho Falls, ID	Customer Service Representative	8/27/2021	10/25/2021	Associate Referral	2	2
				Indeed	4	1
Idaho Falls, ID	Field Technician	7/26/2021	10/4/2021	Current Employee	1	1
				Associate Referral	3	
				Indeed	1	
				LinkedIn	2	1
Idaho Falls, ID	Field Technician	8/3/2021	11/9/2021	Glassdoor	1	1
				Indeed	1	
				LinkedIn	1	

Location	Opportunity Title	Post Date	Close Date	Source	Interviewed	Hired
<b>Idaho</b>						
Idaho Falls, ID	Field Technician	9/22/2021	11/15/2021	Indeed	1	1
Idaho Falls, ID	Field Technician	10/26/2021	3/24/2022	Indeed	6	1
				LinkedIn	1	
Idaho Falls, ID	Field Technician	12/21/2021	4/11/2022	Indeed	1	1
Lewiston, ID	Customer Service Manager	12/28/2021	3/25/2022	Current Associate	1	
				Indeed	4	
				LinkedIn	1	
				ZZ Other source not listed	1	1
Lewiston, ID	Field Technician	7/8/2021	9/16/2021	Facebook	1	
				Indeed	1	1
				LinkedIn	1	
Lewiston, ID	Field Technician	9/14/2021	10/9/2021	Facebook	1	1
Lewiston, ID	Field Technician	10/13/2021	11/22/2021	Indeed	1	1
Lewiston, ID	Field Technician	11/29/2021	4/18/2022	Former Associate	1	
				Cable One recruiter	1	
				CareerBuilder	1	
				Indeed	9	1
				LinkedIn	1	
				ZipRecruiter	1	
Lewiston, ID	Technical Operations Manager	10/18/2021	1/31/2022	Current Associate	4	1
				Associate Referral	1	
				Indeed	1	
				LinkedIn	1	
				ZZ Other source not listed	1	
Nampa, ID	Administrative Assistant	11/8/2021	12/8/2021	Current Employee	4	1
				Indeed	1	
				LinkedIn	2	
Nampa, ID	Administrative Support	1/28/2022	2/15/2022	Current Employee	1	1
Nampa, ID	Advance Technician	8/27/2021	9/22/2021	Current Employee	1	1
				Current Employee	2	1
				Associate Referral	1	
Nampa, ID	Construction Coordinator	1/31/2022	3/14/2022	Current Employee	1	1
Nampa, ID	Field Technician	7/27/2021	9/30/2021	Associate Referral	3	
				Facebook	2	
				Indeed	5	2
				LinkedIn	3	1
				Now Hiring Sign	1	
				ZZ Other source not listed	1	
Nampa, ID	Field Technician	8/9/2021	2/7/2022	Former Employee	1	
				Associate Referral	8	1
				Cable One recruiter	4	
				CareerBuilder	2	
				Glassdoor	1	
				Indeed	24	2
				LinkedIn	3	1
				Military organization - Hire Heroes	1	
				Now Hiring Sign	1	
				Online Advertisement	3	
				Professional organization - Other (not listed)	1	
				ZZ Other source not listed	2	
Nampa, ID	Field Technician	9/14/2021	4/11/2022	Former Employee	1	
				Associate Referral	1	1
				Cable One recruiter	7	1
				Career fair/Networking - Vet Talks Event	1	
				College/School job board - Community College	1	
				Indeed	4	
				LinkedIn	1	
				Online Advertisement	2	
Nampa, ID	Field Technician	10/6/2021	4/25/2022	Associate Referral	3	
				Cable One recruiter	1	
				Indeed	5	1
				Now Hiring Sign	1	
				Online Advertisement	2	
				ZZ Other source not listed	1	
Nampa, ID	Senior General Manager	1/13/2022	4/1/2022	Cable One recruiter	2	1
				LinkedIn	2	
Nampa, ID	Warehouse Technician	10/4/2021	11/17/2021	Current Employee	4	1
Pocatello, ID	Customer Service Representative	8/27/2021	10/25/2021	Associate Referral	1	1
				Indeed	10	
				LinkedIn	1	
				ZZ Other source not listed	2	1
Pocatello, ID	Field Technician	7/26/2021	9/27/2021	Associate Referral	1	
				Indeed	4	1
Pocatello, ID	Field Technician	8/27/2021	9/30/2021	Indeed	1	1
Pocatello, ID	Field Technician	11/8/2021	1/4/2022	Associate Referral	1	
				Indeed	1	
				LinkedIn	1	1
Twin Falls, ID	Digital Media Sales Consultant	10/7/2021	1/31/2022	LinkedIn	1	1
Twin Falls, ID	Field Technician	1/14/2022	3/8/2022	Associate Referral	1	1



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<b>Idaho</b>						
				Indeed	2	
				Staffing agency	1	
				ZZ Other source not listed	1	
West Valley, ID	Business Account Executive	5/27/2022	6/3/2022	Associate Referral	1	
West Valley, ID	Customer Service Representative	5/31/2022	7/19/2022	Indeed	1	
West Valley, ID	Customer Service Representative	6/7/2022	7/19/2022	Corporate Website	1	
West Valley, ID	Customer Service Representative	6/15/2022	7/19/2022	Glassdoor	1	
West Valley, ID	Customer Service Representative	6/16/2022	7/19/2022	Job Fair	1	
West Valley, ID	Customer Service Representative	6/21/2022	7/19/2022	Corporate Website	1	
West Valley, ID	Field Technician	8/1/2022	8/30/2022	Associate Referral	2	
West Valley, ID	Field Technician	8/2/2022	8/30/2022	TV Commercial	1	
West Valley, ID	Field Technician	8/23/2022	8/30/2022	Associate Referral	1	
West Valley, ID	McCall Technician posting	8/4/2022	8/17/2022	Associate Referral	1	
<b>Illinois</b>						
Eldorado, IL	Clearwave Fiber Construction Technician I	1/17/2022	4/18/2022	Associate Referral	7	
				Cable One recruiter	1	
				Facebook	2	
				Indeed	3	1
				LinkedIn	1	
				ZZ Other source not listed	1	
Eldorado, IL	Clearwave Fiber Construction Technician I	3/7/2022	4/18/2022	Cable One recruiter	5	5
Eldorado, IL	Clearwave Fiber OSP Construction Manager	3/14/2022	4/15/2022	Current Associate	2	2
Eldorado, IL	Clearwave Fiber OSP Fiber Placement I	2/11/2022	4/7/2022	Indeed	2	1
Eldorado, IL	Clearwave Fiber OSP Fiber Placement I	4/7/2022	4/26/2022	Cable One recruiter	1	1
Eldorado, IL	Clearwave Fiber-Fiber Splicer I	1/18/2022	4/26/2022	Facebook	1	
				Indeed	2	1
				LinkedIn	1	
				Staffing agency	1	
Eldorado, IL	Construction Technician I or II	8/2/2021	12/28/2021	Former Associate	1	
				Associate Referral	4	2
				Indeed	1	
				ZZ Other source not listed	1	
Eldorado, IL	Construction Technician I or II	8/4/2021	10/20/2021	Current Associate	2	
				Former Associate	1	
				Associate Referral	1	
				Indeed	1	1
				ZZ Other source not listed	1	
Eldorado, IL	Construction Technician I or II DOE	9/14/2021	10/15/2021	Former Associate	2	1
				Associate Referral	3	1
				Facebook	1	
				Indeed	2	
Eldorado, IL	Fiber Splicer II	6/25/2021	9/21/2021	Associate Referral	2	1
Eldorado, IL	OSP Fiber Placement I	9/22/2021	12/7/2021	Associate Referral	2	1
				ZipRecruiter	1	
Eldorado, IL	OSPC Fiber Tech I	8/2/2021	10/13/2021	Associate Referral	4	1
				Facebook	1	
				Indeed	2	
				LinkedIn	1	1
				Online Advertisement	1	
				ZZ Other source not listed	2	
Eldorado, IL	OSPC Fiber Tech I	8/16/2021	11/11/2021	Indeed	1	
				LinkedIn	1	
				ZZ Other source not listed	3	1
Harrisburg, IL	Accounts Payable Representative	8/6/2021	9/21/2021	Indeed	1	1
Harrisburg, IL	Business Sales Engineer	8/9/2021	10/14/2021	Indeed	1	
				LinkedIn	1	
Harrisburg, IL	Clearwave Fiber Business Fulfillment Specialist	1/7/2022	3/8/2022	Cable One recruiter	1	1
				CareerBuilder	1	
				Indeed	2	
Harrisburg, IL	Clearwave Fiber Field Technician	2/11/2022	4/4/2022	Current Associate	1	1
				Associate Referral	2	2
Harrisburg, IL	Clearwave Fiber-Utility Locate Tech	1/29/2022	4/6/2022	Current Associate	1	
				Associate Referral	3	
				Indeed	6	3
				LinkedIn	1	
				ZZ Other source not listed	2	
Harrisburg, IL	Customer Service Representative	8/6/2021	9/27/2021	Indeed	1	1
Harrisburg, IL	Deployment Coordinator, Business Srv	12/7/2021	12/16/2021	Current Associate	1	1
Harrisburg, IL	Field Engineer	9/29/2021	11/3/2021	Current Associate	2	
				Associate Referral	1	1
				Online Advertisement	1	
Harrisburg, IL	Field Engineer I	8/27/2021	9/22/2021	Current Associate	1	1
Harrisburg, IL	Field Engineer I	10/19/2021	11/15/2021	Indeed	1	
				Online Advertisement	1	1
Harrisburg, IL	OSP Fiber Splice Mapping Specialist	3/4/2022	3/22/2022	Current Associate	1	1
Harrisburg, IL	OSP Mapping Engineer	9/30/2021	11/11/2021	Associate Referral	1	
				Indeed	1	1
Harrisburg, IL	Retention Business Account Representative	7/8/2021	11/18/2021	Current Associate	1	
				Associate Referral	2	

Location	Opportunity Title	Post Date	Close Date	Source	Interviewed	Hired
<b>Illinois</b>						
				Facebook	1	
				Indeed	2	
Harrisburg, IL	Utility Locate Tech	9/14/2021	10/8/2021	Associate Referral	2	1
Litchfield, IL	Field Technician	8/31/2021	11/15/2021	Associate Referral	1	1
Marion, IL	NOC Analyst I	8/2/2021	9/28/2021	Associate Referral	1	1
Mascoutah, IL	Construction Technician I	5/12/2021	9/30/2021	Associate Referral	3	1
Mt. Carmel, IL	Field Technician	9/9/2021	12/14/2021	Indeed	2	1
Olney, IL	Customer Service Representative	1/31/2022	2/18/2022	ZipRecruiter	1	1
Olney, IL	Field Technician	9/15/2021	11/19/2021	Indeed	5	1
Taylorville, IL	Business Account Executive	2/23/2021	9/10/2021	Indeed	1	1
Taylorville, IL	Business Account Executive	1/11/2022	2/15/2022	LinkedIn	1	1
Taylorville, IL	Customer Service Manager (Virtual)	8/13/2021	1/24/2022	Current Associate	14	1
				Indeed	5	
				LinkedIn	3	
				Monster	1	
Taylorville, IL	Field Technician	8/24/2021	12/14/2021	Associate Referral	1	
				Indeed	3	1
Taylorville, IL	Field Technician	1/14/2022	4/4/2022	Associate Referral	2	1
Westville, IL	Advance Technician	9/15/2021	10/27/2021	Associate Referral	1	1
				Indeed	1	
Westville, IL	Field Technician	9/15/2021	12/6/2021	Indeed	2	1
Westville, IL	Field Technician	10/19/2021	11/15/2021	Associate Referral	1	1
Westville, IL	Field Technician	3/10/2022	4/25/2022	Indeed	1	1
Westville, IL	Field Technician	3/31/2022	5/9/2022	Associate Referral	1	
				Indeed	2	1
<b>Indiana</b>						
Brazil, IN	Advance Technician	10/11/2021	11/15/2021	Indeed	1	1
Brazil, IN	Business Field Technician	8/9/2021	12/7/2021	Indeed	2	1
Brazil, IN	Business Field Technician	3/10/2022	4/12/2022	Indeed	1	1
Brazil, IN	Customer Service Representative	8/31/2021	10/22/2021	Associate Referral	1	1
Brazil, IN	Customer Service Representative	9/21/2021	10/22/2021	Former Associate	1	1
Brazil, IN	Field Technical Supervisor	3/9/2021	9/16/2021	Current Associate	3	
				Online Advertisement	1	1
Brazil, IN	Field Technician	6/22/2021	1/3/2022	Former Associate	1	
				Associate Referral	1	
				Indeed	3	
				LinkedIn	1	1
				ZZ Other source not listed	1	
Brazil, IN	Field Technician	1/5/2022	3/15/2022	Current Associate	1	1
Brazil, IN	Headend Technician	1/3/2022	3/3/2022	Former Associate	1	
Edinburgh, IN	Field Technician	5/11/2021	10/5/2021	Former Associate	1	
				Indeed	1	1
				ZZ Other source not listed	1	
Edinburgh, IN	Field Technician	7/14/2021	12/27/2021	Associate Referral	2	1
Mitchell, IN	Field Technician	8/31/2021	9/16/2021	Former Employee	1	1
Mitchell, IN	Field Technician	9/15/2021	3/7/2022	Associate Referral	1	1
				Facebook	1	
				Indeed	2	
				LinkedIn	2	
Vincennes, IN	Advance Technician	3/10/2022	3/31/2022	Current Associate	1	1
Vincennes, IN	Business Account Executive	9/17/2021	10/12/2021	Glassdoor	1	1
Washington, IN	Customer Service Representative	12/7/2021	3/30/2022	LinkedIn	1	1
Vincennes, IN	Business Account Executive	11/16/2021	11/16/2021	Current Associate	1	1
<b>Kansas</b>						
Emporia, KS	Commercial Network Engineer II	2/21/2022	4/18/2022	Indeed	2	
				LinkedIn	1	1
				ZZ Other source not listed	1	
Emporia, KS	Field Technician	8/24/2021	9/24/2021	Associate Referral	1	1
				Facebook	1	
				Indeed	3	
Parsons, KS	Field Technician	8/19/2021	9/16/2021	Glassdoor	1	1
				Indeed	1	
<b>Louisiana</b>						
Monroe, LA	Advance Technician	4/30/2021	11/18/2021	Current Associate	1	
				Associate Referral	1	1
Monroe, LA	Advance Technician	5/26/2021	1/24/2022	Indeed	1	1
Monroe, LA	Customer Service Representative	3/8/2022	4/7/2022	Indeed	4	1
Shreveport, LA	Advance Technician	7/12/2021	11/19/2021	Current Associate	1	1
				Former Associate	1	
Shreveport, LA	Customer Service Representative	9/9/2021	10/25/2021	Indeed	5	
				LinkedIn	1	1
				Online Advertisement	1	
Shreveport, LA	Field Technician	5/26/2021	12/14/2021	Former Associate	1	
				Associate Referral	1	
				Indeed	4	1
Shreveport, LA	Field Technician	2/14/2022	4/11/2022	Associate Referral	1	1
<b>Missouri</b>						
Dexter, MO	Dispatch Specialist	8/24/2021	9/23/2021	Current Associate	5	1
				Associate Referral	1	

Location	Opportunity Title	Post Date	Close Date	Source	Interviewed	Hired
<b>Missouri</b>						
				CareerBuilder	1	
				Facebook	1	
				Indeed	3	
				ZZ Other source not listed	1	
Dexter, MO	Dispatch Specialist	9/10/2021	11/2/2021	Current Associate	4	1
				Associate Referral	2	
Dexter, MO	Dispatch Specialist	11/29/2021	3/7/2022	Current Associate	4	1
				Associate Referral	1	1
				Cable One recruiter	1	1
Dexter, MO	Dispatch Specialist	3/16/2022	3/24/2022	Current Associate	1	1
Dexter, MO	Field Technician	12/6/2021	3/24/2022	Current Associate	1	1
				Facebook	1	
Gerald, MO	Field Technician	5/21/2021	10/14/2021	Former Associate	1	
				Associate Referral	4	1
				Facebook	1	
				Indeed	8	1
				Online Advertisement	1	
Gerald, MO	Field Technician	9/2/2021	12/7/2021	Current Associate	1	
				Associate Referral	4	1
				Cable One recruiter	1	
				Indeed	2	1
				LinkedIn	1	
				Online Advertisement	1	
				ZipRecruiter	1	
Joplin, MO	Advertising Sales Manager	9/16/2021	1/31/2022	Current Associate	1	
				Associate Referral	1	1
				Indeed	3	
				LinkedIn	4	
Joplin, MO	Business Account Executive	1/11/2022	2/15/2022	Associate Referral	1	1
				Indeed	1	
Joplin, MO	Digital Media Consultant	8/17/2021	4/15/2022	Associate Referral	3	
				CareerBuilder	1	
				Indeed	9	
				LinkedIn	2	
				ZZ Other source not listed	3	1
Kennett, MO	Customer Service Representative	9/15/2021	10/25/2021	Associate Referral	1	
				Facebook	1	
				Indeed	8	1
				LinkedIn	1	
Lebanon, MO	Customer Service Representative	10/18/2021	12/6/2021	CareerBuilder	1	
				Indeed	1	1
				ZipRecruiter	1	
Lebanon, MO	Field Technician	7/1/2021	9/29/2021	Indeed	5	1
				ZZ Other source not listed	1	
Lebanon, MO	Field Technician	9/16/2021	11/18/2021	Indeed	2	1
Lebanon, MO	Field Technician	10/26/2021	12/7/2021	Indeed	1	1
Lebanon, MO	Field Technician	4/5/2022	5/24/2022	Associate Referral	1	
				Indeed	3	
Nevada, MO	Field Technical Supervisor	2/1/2022	3/29/2022	Associate Referral	1	1
Nevada, MO	Field Technician	8/19/2021	11/18/2021	DES/State Employment Agency	1	
				Indeed	2	1
Poplar Bluff, MO	Business Account Executive	7/19/2021	9/3/2021	Current Employee	1	1
Poplar Bluff, MO	Business Account Executive	10/8/2021	1/18/2022	Associate Referral	1	
				Indeed	2	1
Poplar Bluff, MO	Business Account Executive	10/20/2021	2/21/2022	Associate Referral	1	1
Poplar Bluff, MO	Customer Service Representative	3/10/2022	4/7/2022	Associate Referral	2	
Rolla, MO	Digital Media Sales Consultant	11/5/2021	1/18/2022	Associate Referral	1	1
				Indeed	1	
Rolla, MO	Field Technician	7/15/2021	9/29/2021	Associate Referral	2	
				Indeed	8	2
				ZZ Other source not listed	1	
Rolla, MO	Headend Technician	12/6/2021	2/12/2022	Current Associate	1	1
St. Robert, MO	Application Specialist I - Billing	4/8/2022	5/9/2022	Associate Referral	1	1
St. Robert, MO	Customer Service Representative	4/5/2022	4/29/2022	Indeed	1	1
St. Robert, MO	Technical Supervisor	2/11/2022	3/31/2022	Current Associate	1	1
St. Robert, MO	Headend Technician	7/18/2022	8/31/2022	Current Associate	1	1
Sullivan, MO	Accountant	1/29/2021	9/13/2021	Indeed	1	1
Sullivan, MO	Accounting Assistant- Part-time	8/30/2021	11/2/2021	Associate Referral	2	1
				Indeed	1	
Sullivan, MO	Advance Technician	9/23/2021	10/5/2021	Current Associate	1	1
Sullivan, MO	Advance Technician	2/22/2022	3/31/2022	Current Associate	2	1
Sullivan, MO	Construction Technician	4/14/2021	10/25/2021	Associate Referral	1	
				Indeed	1	
				ZipRecruiter	1	1
Sullivan, MO	Construction Technician II	11/8/2021	2/21/2022	Associate Referral	3	2
				Facebook	1	
				Indeed	2	
				ZZ Other source not listed	1	
Sullivan, MO	Customer Service Representative	11/23/2021	12/28/2021	Former Associate	1	1

Location	Opportunity Title	Post Date	Close Date	Source	Interviewed	Hired
<b>Missouri</b>						
Sullivan, MO	Dispatch Specialist	11/12/2021	12/7/2021	Current Associate	4	1
Sullivan, MO	Dispatch Specialist	3/10/2022	4/20/2022	Current Associate	2	1
				Associate Referral	1	
				Current Associate	1	1
Sullivan, MO	Fiber Splicer I	5/21/2021	10/4/2021	Indeed	2	1
Sullivan, MO	Field Technician	10/18/2021	3/24/2022	Associate Referral	4	
				CareerBuilder	1	
				Indeed	5	
				LinkedIn	1	
				ZZ Other source not listed	3	1
Sullivan, MO	NOC Analyst I	8/16/2021	9/13/2021	Current Associate	2	1
Sullivan, MO	Residential Support Specialist	10/7/2021	11/10/2021	Associate Referral	5	3
				Indeed	6	
Sullivan, MO	Residential Support Specialist	12/1/2021	4/15/2022	Current Associate	1	1
				Former Associate	1	
				Associate Referral	10	2
				Facebook	1	
				Glassdoor	1	
				Indeed	22	2
				LinkedIn	3	
				Online Advertisement	1	
				Staffing agency	1	
				ZipRecruiter	2	
				ZZ Other source not listed	2	1
Sullivan, MO	Residential Support Specialist	1/11/2022	3/3/2022	Associate Referral	3	1
				Indeed	4	1
				ZZ Other source not listed	2	
Sullivan, MO	Technical Care Center Supervisor	9/3/2021	10/18/2021	Current Associate	7	1
				Associate Referral	2	
Sullivan, MO	Technical Care Specialist I	8/24/2021	10/1/2021	Facebook	1	1
				ZZ Other source not listed	1	
West Plains, MO	Field Technical Supervisor	2/1/2022	4/1/2022	Current Associate	3	1
West Plains, MO	Field Technician	10/26/2021	12/7/2021	Associate Referral	1	1
				Indeed	3	
<b>Mississippi</b>						
Biloxi, MS	Customer Service Representative	5/22/2022	7/28/2022	Indeed	1	
				Monster	1	
				Indeed	1	
				Corporate Website	1	
				Corporate Website	1	
Biloxi, MS	Customer Service Representative	1/24/2022	2/24/2022	CareerBuilder	1	1
				Indeed	4	2
Biloxi, MS	Digital Media Sales Consultant	11/22/2021	12/2/2021	ZZ Other source not listed	1	1
Biloxi, MS	Field Technician	8/4/2021	9/20/2021	Current Employee	1	1
				Associate Referral	1	1
				Indeed	2	
				Online Advertisement	2	
Biloxi, MS	Media Sales Intern	9/15/2021	2/8/2022	ZZ Other source not listed	1	1
Brookhaven, MS	New Market Account Executive	10/28/2021	3/10/2022	Indeed	1	1
Clarksdale, MS	Field Technician	7/9/2021	11/10/2021	Former Associate	1	1
				Associate Referral	2	
				Indeed	2	
Clarksdale, MS	Field Technician	1/25/2022	3/28/2022	Associate Referral	1	1
Cleveland, MS	Field Technician	1/27/2022	4/13/2022	Associate Referral	1	
				Indeed	2	1
Columbus, MS	Field Technical Supervisor	7/26/2021	9/10/2021	Current Employee	2	1
				Indeed	1	
Grenada, MS	Field Technician	10/18/2021	11/30/2021	Associate Referral	1	
				Indeed	7	1
Grenada, MS	Technical Operations Manager	12/9/2021	4/11/2022	Current Associate	4	
				Cable One recruiter	1	
				Indeed	2	1
Gulfport, MS	Advance Technician	3/8/2022	5/3/2022	Current Employee	1	1
Gulfport, MS	Customer Service Representative	12/7/2021	1/3/2022	Indeed	2	1
				LinkedIn	1	
				Online Advertisement	1	
Gulfport, MS	Customer Service Representative	1/24/2022	3/7/2022	Facebook	1	
				Indeed	4	1
				ZZ Other source not listed	1	1
Gulfport, MS	Field Technician	8/6/2021	10/5/2021	Associate Referral	2	2
				Indeed	9	1
				ZZ Other source not listed	1	
McComb, MS	Field Technician	1/26/2021	10/14/2021	Associate Referral	1	
				DES/State Employment Agency	1	
				Indeed	8	1
				ZZ Other source not listed	1	
McComb, MS	Field Technician	10/7/2021	1/26/2022	ALPFA	1	
				Facebook	1	
				Indeed	3	1

Location	Opportunity Title	Post Date	Close Date	Source	Interviewed	Hired
<b>Mississippi</b>						
Pascagoula, MS	Advance Technician	9/27/2021	10/21/2021	Current Employee	1	1
Pascagoula, MS	Business Field Technician	11/29/2021	12/17/2021	Current Employee	1	1
Pascagoula, MS	Customer Service Representative	9/10/2021	10/25/2021	Indeed	7	1
				ZipRecruiter	1	
Pascagoula, MS	Field Technician	8/6/2021	10/5/2021	Former Employee	1	
				DES/State Employment Agency	1	
				Indeed	7	1
				Online Advertisement	1	
Pascagoula, MS	Field Technician	10/1/2021	11/22/2021	Indeed	2	1
<b>North Dakota</b>						
Fargo, ND	Field Technician I-Full Time Seasonal	5/17/2022	7/20/2022	Associate Referral	1	1
Fargo, ND	Field Technician I-Full Time Seasonal	5/19/2022	7/20/2022	Corporate Website	1	
Fargo, ND	Business Account Executive	8/17/2021	11/2/2021	Indeed	1	
				LinkedIn	1	1
Fargo, ND	Business Account Executive	11/9/2021	2/9/2022	Indeed	1	1
Fargo, ND	Digital Media Sales Consultant	9/16/2021	2/22/2022	LinkedIn	1	1
Fargo, ND	Field Technician	9/1/2021	9/27/2021	Indeed	2	1
Fargo, ND	Field Technician	12/21/2021	3/3/2022	Indeed	3	
				ZZ Other source not listed	1	1
<b>Nebraska</b>						
Norfolk, NE	Business Account Executive	2/9/2022	3/4/2022	Indeed	1	1
Norfolk, NE	New Market Account Executive	8/17/2021	9/24/2021	Current Employee	1	1
<b>New Mexico</b>						
Rio Rancho, NM	Customer Service Representative	5/22/2022	7/19/2022	Indeed	1	
Rio Rancho, NM	Customer Service Representative	6/1/2022	7/19/2022	Career Builder	1	
Rio Rancho, NM	Customer Service Representative	6/28/2022	7/19/2022	Indeed	1	
Rio Rancho, NM	Business Account Executive	8/2/2021	11/17/2021	Career fair/Networking - Vet Talks Event	1	1
				Indeed	3	
Rio Rancho, NM	Customer Service Representative	8/27/2021	10/25/2021	Associate Referral	1	
				Facebook	1	
				Indeed	10	1
				LinkedIn	2	
				Online Advertisement	1	
				ZipRecruiter	1	1
Rio Rancho, NM	Customer Service Representative	3/8/2022	4/18/2022	Associate Referral	1	1
				Indeed	7	2
				ZZ Other source not listed	2	1
Rio Rancho, NM	Field Technical Supervisor	1/26/2022	2/10/2022	Current Associate	1	1
Rio Rancho, NM	Field Technician	2/15/2022	3/28/2022	Indeed	2	1
Roswell, NM	Customer Service Manager	10/20/2021	12/14/2021	Current Employee	1	
				Indeed	1	1
Roswell, NM	Customer Service Representative	8/27/2021	10/25/2021	Indeed	7	1
Roswell, NM	Customer Service Representative	3/8/2022	4/13/2022	Indeed	5	
				ZipRecruiter	1	
Roswell, NM	Customer Service Representative	3/21/2022	4/18/2022	Indeed	4	1
Roswell, NM	Field Technician	8/2/2021	9/1/2021	Indeed	6	1
Roswell, NM	Field Technician	11/8/2021	1/5/2022	Former Employee	1	
				CareerBuilder	1	
				Indeed	7	1
				ZZ Other source not listed	1	
Roswell, NM	Field Technician	12/21/2021	2/1/2022	Cable One recruiter	2	
				ZZ Other source not listed	1	1
Roswell, NM	Lead Technician	2/10/2022	3/1/2022	Current Employee	2	1
Roswell, NM	Technical Operations Manager	10/5/2021	11/2/2021	Current Employee	1	1
Roswell, NM	Warehouse Technician	2/17/2022	3/16/2022	Current Employee	2	1
				Associate Referral	3	
				Indeed	4	
<b>Oklahoma</b>						
Ada, OK	Deployment Coordinator, Business Services (REMOTE)	8/17/2021	10/1/2021	Current Associate	4	
				Associate Referral	2	1
Ada, OK	Field Technician	10/18/2021	1/7/2022	Associate Referral	1	
				Facebook	1	
				Indeed	1	1
				LinkedIn	1	
				Online Advertisement	1	
Ada, OK	Salesforce Development Manager	5/18/2021	9/27/2021	Current Associate	1	1
Altus, OK	Customer Service Representative	3/22/2022	4/26/2022	Indeed	4	1
Altus, OK	Field Technical Supervisor	11/29/2021	1/18/2022	Current Associate	1	1
Altus, OK	Field Technician	10/18/2021	12/7/2021	Associate Referral	1	1
Ardmore, OK	Business Account Executive	4/16/2021	2/7/2022	College/School job board - Handshake	1	
				Indeed	2	1
Ardmore, OK	Business Technician	7/10/2022	7/27/2022	Corporate Website	1	
Ardmore, OK	Customer Service Representative	3/15/2022	4/22/2022	Indeed	11	1
				Online Advertisement	2	
				ZipRecruiter	1	
Ardmore, OK	Field Technician	8/4/2021	9/20/2021	Indeed	6	1
				ZipRecruiter	1	
Ardmore, OK	Field Technician	8/4/2021	9/10/2021	Associate Referral	1	
				Indeed	1	1

Location	Opportunity Title	Post Date	Close Date	Source	Interviewed	Hired
<b>Oklahoma</b>						
Ardmore, OK	Field Technician	10/1/2021	1/5/2022	Indeed	4	1
				LinkedIn	1	
Bartlesville, OK	Advance Technician	4/4/2022	4/13/2022	Current Employee	3	1
Bartlesville, OK	Business Account Executive	1/26/2021	9/17/2021	Indeed	3	1
				LinkedIn	1	
				Online Advertisement	1	
Bartlesville, OK	Field Technician	3/28/2022	4/29/2022	Indeed	6	1
Duncan, OK	Advance Technician	3/10/2022	3/31/2022	Current Associate	1	1
Duncan, OK	Customer Service Representative	12/8/2021	12/21/2021	Indeed	3	1
Duncan, OK	Field Technician	9/16/2021	10/19/2021	Indeed	1	1
Lawton, OK	Headend Technician	5/5/2022	7/18/2022	Past Associate	1	1
Lawton, OK	Advance Technician	9/16/2021	10/7/2021	Current Associate	1	1
Lawton, OK	Construction Technician	7/21/2021	10/5/2021	Indeed	1	1
Lawton, OK	Fiber Splicer II	10/13/2021	11/11/2021	Associate Referral	1	1
Lawton, OK	Field Technician	7/1/2021	12/13/2021	Former Associate	1	
				Associate Referral	3	1
				Cable One recruiter	2	
				Indeed	11	1
				LinkedIn	2	
Lawton, OK	Field Technician	12/13/2021	3/21/2022	Associate Referral	1	1
				CareerBuilder	1	
				Indeed	3	1
Lawton, OK	Regional Engineer I	2/7/2022	5/11/2022	Current Associate	3	1
Ponca City, OK	Field Technician	6/25/2021	10/19/2021	Associate Referral	1	
				CareerBuilder	2	
				Indeed	15	1
				LinkedIn	4	
				Now Hiring Sign	1	
				Online Advertisement	1	
				ZZ Other source not listed	1	
Ponca City, OK	Field Technician	1/25/2022	3/7/2022	Indeed	6	1
				LinkedIn	1	
<b>South Carolina</b>						
Bluffton Retail	Technical Care Specialist	7/14/2022	8/9/2022	Corporate Website	1	
Bluffton Warehouse	Service Assurance Tech I	5/3/2022	6/21/2022	Current Associate	1	
Remote SC	Business Development Intern	5/4/2022	6/6/2022	LinkedIn	1	1
				Cable One Recruiter	1	1
<b>Tennessee</b>						
Dyersburg, TN	Field Technician	5/11/2021	12/8/2021	Associate Referral	1	
				Cable One recruiter	1	
				Indeed	3	1
				LinkedIn	1	
				Online Advertisement	1	
Dyersburg, TN	Field Technician	12/8/2021	3/21/2022	Indeed	8	1
Dyersburg, TN	New Market Account Executive	2/7/2022	3/8/2022	Cable One recruiter	1	1
<b>Texas</b>						
Angleton, TX	Customer Service Representative	9/14/2021	10/25/2021	Former Employee	1	1
				Indeed	2	
Angleton, TX	Field Technician	5/26/2021	2/8/2022	Current Employee	1	
				Associate Referral	2	
				Indeed	2	
				LinkedIn	1	1
Angleton, TX	Field Technician	7/14/2021	3/18/2022	Associate Referral	1	
				Indeed	2	1
Aransas Pass, TX	Business Field Technician	5/21/2021	9/4/2021	Current Associate	1	1
Aransas Pass, TX	Customer Service Representative	9/1/2021	10/22/2021	Indeed	1	1
Aransas Pass, TX	Customer Service Representative	1/24/2022	3/30/2022	Associate Referral	1	
				Indeed	9	1
				Online Advertisement	1	
				ZipRecruiter	1	
Borger, TX	Advance Technician	1/25/2022	2/17/2022	Cable One recruiter	1	1
Borger, TX	Field Technician	9/9/2021	10/25/2021	Associate Referral	1	
				Facebook	1	1
				Indeed	5	
Borger, TX	Field Technician	1/24/2022	2/25/2022	Associate Referral	1	
				Indeed	7	1
				LinkedIn	1	
				TV Commercial	1	
Borger, TX	Field Technician	2/24/2022	3/14/2022	Indeed	1	1
Borger, TX	System General Manager	1/25/2022	3/3/2022	Current Associate	1	1
				Facebook	1	
El Campo, TX	Administrative Support	9/9/2021	10/11/2021	Current Employee	1	1
				Associate Referral	1	
El Campo, TX	Business Account Executive	1/12/2021	9/17/2021	Associate Referral	1	
				Indeed	2	1
El Campo, TX	Field Technician	8/9/2021	11/2/2021	Associate Referral	1	1
				Career fair/Networking event - Other (not listed)	1	
Jasper, TX	Field Technician	8/19/2021	12/10/2021	Facebook	1	
				Indeed	3	1

Location	Opportunity Title	Post Date	Close Date	Source	Interviewed	Hired
<b>Texas</b>						
Kingsville, TX	Field Technician	8/31/2021	11/19/2021	Former Employee	1	
				Indeed	5	
				ZipRecruiter	1	1
La Grange, TX	Field Technician	8/9/2021	12/27/2021	Indeed	1	1
Longview, TX	Business Field Technician	1/11/2022	3/4/2022	Current Associate	2	1
				Associate Referral	1	
Longview, TX	Customer Service Representative	7/8/2021	10/11/2021	Facebook	1	1
				Indeed	33	
				LinkedIn	3	
				ZipRecruiter	2	
Longview, TX	Direct Sales Representative	5/21/2021	12/6/2021	Associate Referral	1	1
				Indeed	1	
Longview, TX	Field Technician	8/4/2021	9/10/2021	Associate Referral	1	
				Facebook	1	
				Indeed	3	1
Longview, TX	Field Technician	9/16/2021	11/10/2021	Indeed	12	1
				LinkedIn	2	1
				ZZ Other source not listed	2	
Longview, TX	Field Technician	1/11/2022	2/21/2022	Associate Referral	1	1
Longview, TX	Field Technician	3/7/2022	4/18/2022	Facebook	1	
				Indeed	4	1
Longview, TX	New Market Account Executive	8/23/2021	9/17/2021	Indeed	4	1
Marshall, TX	Advance Technician	8/19/2021	9/15/2021	Current Associate	3	1
Marshall, TX	Field Technician	11/15/2021	1/25/2022	Former Associate	2	
				Associate Referral	2	
				Indeed	3	1
				LinkedIn	1	
Marshall, TX	Manager, Technical Operations	9/16/2021	11/8/2021	Current Associate	5	1
				Indeed	1	
				LinkedIn	3	
Odessa, TX	Business Account Executive	10/18/2021	12/7/2021	Indeed	1	1
Odessa, TX	Field Technician	8/11/2021	10/5/2021	Former Associate	1	
				Indeed	1	1
Port Lavaca, TX	Field Technician	10/11/2021	2/28/2022	Indeed	4	1
				ZipRecruiter	1	
Sherman, TX	Administrative Support	9/7/2021	9/20/2021	Current Associate	1	1
Sherman, TX	Advance Technician	7/27/2021	9/7/2021	Current Associate	5	1
Sherman, TX	Advance Technician	9/1/2021	9/15/2021	Current Associate	1	1
Sherman, TX	Advance Technician	3/22/2022	4/29/2022	Current Associate	5	1
Sherman, TX	Business Field Technician	9/2/2021	9/20/2021	Current Associate	1	1
Sherman, TX	Business Field Technician	9/24/2021	10/15/2021	Current Associate	4	1
Sherman, TX	Business Field Technician	12/10/2021	2/1/2022	Current Associate	2	1
Sherman, TX	Business Sales Manager	8/17/2021	10/14/2021	Current Associate	1	1
				Associate Referral	1	
Sherman, TX	Customer Service Representative	1/24/2022	4/15/2022	Former Associate	1	
				Associate Referral	3	1
				Dice	1	
				Glassdoor	1	
				Indeed	26	3
				LinkedIn	6	1
				Online Advertisement	1	
				ZipRecruiter	1	
				ZZ Other source not listed	2	1
Sherman, TX	Field Technical Supervisor	7/15/2021	9/7/2021	Current Associate	8	1
				ZZ Other source not listed	1	
Sherman, TX	Field Technician	7/26/2021	9/2/2021	Current Associate	2	1
Sherman, TX	Field Technician	8/19/2021	11/2/2021	Associate Referral	1	
				Facebook	1	
				Indeed	3	
Sherman, TX	Field Technician	9/3/2021	12/29/2021	Associate Referral	1	
				Cable One recruiter	1	
				Indeed	2	1
Sherman, TX	Field Technician	1/18/2022	3/14/2022	Associate Referral	1	1
				CareerBuilder	1	
				Indeed	2	
Sour Lake, TX	Business Account Executive	8/9/2021	9/14/2021	Indeed	2	1
Sour Lake, TX	Field Technician	8/19/2021	2/28/2022	Facebook	1	
				Indeed	9	1
Sour Lake, TX	New Market Account Executive	3/11/2022	3/29/2022	Associate Referral	1	1
Texarkana, TX	Business Account Executive	4/21/2021	3/11/2022	Facebook	1	
				Indeed	1	
				LinkedIn	1	
				Online Advertisement	1	1
Texarkana, TX	Digital Media Sales Consultant	9/16/2021	3/8/2022	Associate Referral	1	1
				Indeed	3	
				LinkedIn	1	
				Online Advertisement	1	
Texarkana, TX	Digital Media Sales Consultant	11/22/2021	1/4/2022	Indeed	1	1
				TV Commercial	1	

Location	Opportunity Title	Post Date	Close Date	Source	Interviewed	Hired
<b>Texas</b>						
Texarkana, TX	Field Technician	4/5/2021	8/30/2021	Associate Referral	2	1
				Facebook	2	
				Indeed	1	
Texarkana, TX	Field Technician	8/9/2021	2/22/2022	Cable One recruiter	2	2
				Indeed	2	1
Texarkana, TX	System General Manager	5/15/2021	9/2/2021	Current Associate	1	1
				ZZ Other source not listed	1	
Victoria, TX	Construction Coordinator II	2/2/2022	3/31/2022	Current Associate	2	1
				Glassdoor	1	
Victoria, TX	General Manager	2/14/2022	6/3/2022	Cable One recruiter	1	
				Indeed	1	
				LinkedIn	2	
				ZZ Other source not listed	1	
Victoria, TX	Technical Operations Manager	3/24/2022	5/2/2022	Current Associate	1	
				Indeed	1	1
Wharton, TX	Headend Engineer	2/24/2022	4/26/2022	ZZ Other source not listed	1	1



**Description of Recruitment Initiatives Undertaken in This Reporting Period**

(The below recruitment initiatives are applicable to all reported business units.)

- 1) Training and defined career paths are offered by the company to provide opportunities for associates to qualify for higher level positions. Once complete, those associates qualify to be considered for positions as they become available. Field Operations, Sales Operations and Customer Care departments offer training programs to educate, add new skillsets, and provide development in their career paths.
- 2) To ensure associates are made aware of promotional opportunities, opportunities are sent through email blasts, internal announcements of advancement opportunities, and posted on the Company's Career site allowing all associates the visibility to openings. Associates also have the option of signing up for automatic alerts of specific positions for which they're interested.
- 3) The Company's e-learning program allows Associates flexibility and autonomy to take additional training courses that allow for self-development. All Associates are given access to e-learning immediately upon hire, given each the opportunity to access a multitude of courses within their department and beyond to assist in the advancement in their career path. Furthermore, the Company offers all associates tuition reimbursement to attend academic or vocational courses from accredited colleges, universities, vocational and technical schools that will enhance an associate's ability to make contributions to his/her current role which also provides opportunities for career advancement. The Company also has established a career architecture with applicable training programs that provide a path of training and advancement to current associates the following departments: Field Operations, Sales Operations and Customer Care. These defined career paths allow all full-time associates in these departments to complete required new hire training courses and outlines a path for associates to follow if they choose to advance their skillsets and careers. Training is conducted during the associate's regular work hours to ensure all associates without discrimination of the basis of race, national origin, color, religion, age, or sex has access to the training to advance their careers.
- 4) All positions available to external candidates are posted on [www.sparklight.com/about/careers](http://www.sparklight.com/about/careers) as well as posted through a multitude of recruiting sources aimed to attract highly qualified candidates. Sources are used that target Women, Minorities, and Individuals with Disabilities.

5) Recruiting sources used include the following:

Source/Agency	Source/Agency Email	Phone	Address	City	State	Zip Code
Indeed.com	support@indeed.com	512-498-9700	7501 N Capital of Texas Hwy	Austin	TX	78731
LinkedIn	lcopemand@linkedin.com	650-687-3600	605 E Waude Ave	Sunnyvale	CA	94085
ZipRecruiter.com	brookeshumway@ziprecruiter.com	480-912-8321	604 Arizona Ave	Santa Monica	CA	90401
Glassdoor	Through Career Site					
Facebook	marketing@cableone.biz		210 East Earl Drive	Phoenix	AZ	85012
Twitter	rachel.pasieka@cableone.biz	708-577-1814	210 East Earl Drive	Phoenix	AZ	85012
Robert Half	brandon.eilert@roberthalf.com	785-820-7760				
Parker & Lynch	joshua.koch@parkerlynch.com	602-425-2007				
Handshake	contact@handshake.com		225 Bush St #1200	San Francisco	CA	
Pink Jobs	Pink-Jobs.com					
Employee Referral Program	Udita.Mehta@cableone.biz	912-667-8500		Bluffton	SC	
New Directions (Staffing Agency)	cfurlano@newdirectionsstaffing.com	843-810-8585				
Glotel (Staffing Agency)	AKettish@glotel.com	703-297-9425				
Keller group (Staffing Agency)	jenn@kellergroupstaffing.com	480-712-3324				
Coastal Connections (Staffing Agency)	Roy@coastalemployment.net	843-505-2073				
Idaho Department of Labor	Sherrri.Fine@labor.idao.gov	208-457-8789	600 N Thornton	Post Falls	ID	83854
Circa ( <a href="https://jobs.localjobnetwork.com/job-network">https://jobs.localjobnetwork.com/job-network</a> )	tiffany.borski@circaworks.com	800-984-3775				

**eQuest Compliance Solution**

anthony.orsini@equest.com

702-710-1970

4000 Executive Parkway

San Ramon

CA

State Compliance (within 50 miles of zip code)

- \* Local Employment offices
- \* Local Veteran's offices
- \* Local organizations/associations
- \* Local Colleges/Universities
- \* Local Vocational/Rehabilitation Centers

Hire a Hero

- \* Military1.com

Job Opportunities for Disabled American Veterans (JOFDVA)

- \* Jooble
- \* Glassdoor
- \* Facebook
- \* Jobquest.mass.gov
- \* Careeronestop
- \* SimplyHired
- \* EmployGeorgia
- \* JobZone.ny.gov
- \* Focuscareer.ky.gov

\* EARN

- \* Petersons.com

\* greaterstcloudjobspot.com

\* illinoisjoblink.illinois.gov

\* jobcenterofwisconsin.com

\* sourceamerica.org

\* texasskillstowork.com

RecruitAbility

\* disABLEDperson.com

\* Facebook

\* job.trovit

\* veteransfamiliesunited.org

\* illinoisjoblink.illinois.gov

\* askearn.gov

\* Pennsylvania Department of Military and Veterans Affairs

\* SimplyHired

\* askjan.org

\* bestjobsusa.com

\* www.tapABILITY.org

\* Googlejobs

\* scholarship.com

\* Careeronestop.org

US Diversity

\* African American Community

\* American Indian Community

\* Asian American Community

\* Persons with Disabilities

\* Gay/Lesbian Community

\* Hispanic American Community

\* Senior Citizen Community

\* Veteran Community

\* Women Community

6) The Company has an internship program with Arizona State University and other colleges to assist students in acquiring skills needed for post-graduate work.