

PUBLIC FILE REPORT

System: Corporate

For Calendar Year: 9/1/2021 - 8/31/2022

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I. Job Vacancies Filled - List all job vacancies filled by job title and the recruitment sources used, including their address, contact and phone number.

Highlight the name of the recruitment source that referred the candidate who filled the position.

Position	Date Filled	Recruitment Sources
Inside Sales Agent	Active	Indeed Free
Commercial Project Manager	Active	Indeed Free, LinkedIn+Limited, Internal Applicant, Company Website
Customer Relations Agent	8/12/2022	Internal Applicant, LinkedIn+Limited, Indeed Free, Company Website
		Internal Referral
Purchasing Agent	Active	Indeed Free, Site Applicant, Company Website, Internal Applicant, LinkedIn+Limited,
Legal Assistant	8/22/2022	Indeed Free, Company Website, LinkedIn+Limited
Financial Analyst 2	Active	Indeed Free, ZipRecruiter Free, Site Applicant
Field Marketing Manager	Active	Internal Applicant
Field Operations	Active	
Director - Competitive Marketing	Active	Indeed Free, LinkedIn+Limited, Internal Applicant, Company Website, LinkedIn, Agency Candidate, Internal Referral
Director - Product Marketing	Active	Indeed Free, LinkedIn+Limited
Commercial Inside Sales AE	8/2/2022	Internal Applicant, Indeed Free, LinkedIn+Limited, Company Website
Retention Agent 1	Active	Indeed Free, LinkedIn+Limited, Company Website, Internal Applicant, Internal Referral, Site Applicant
Senior Graphic Designer	8/16/2022	LinkedIn+Limited, Indeed Free, Indeed
VP-Products and Programming	5/29/2022	Internal Applicant
Director - Procurement	7/8/2022	Agency Candidate, Company Website, LinkedIn+Limited
Financial Analyst	Active	Indeed Free, Company Website, LinkedIn+Limited, ZipRecruiter Free
		Agency Resume
Staff Accountant 3	7/6/2022	Indeed, ZipRecruiter Free, Company Website, Indeed Free, LinkedIn+Limited
Org Devel / L & D Specialist	Active	Indeed Free, Internal Applicant, Company Website, LinkedIn, Indeed, Site Applicant
Business Analyst 2	4/21/2022	Internal Applicant, Agency Candidate, Company Website, LinkedIn+Limited, Indeed, Agency Resume
Product Marketing Manager	7/5/2022	Internal Applicant, Company Web site,
Payroll Specialist	4/26/2022	Agency Candidate, LinkedIn+Limited Indeed Free, Internal Applicant

Executive Assistant	5/6/2022	Company Website, Indeed Free, Internal Applicant, Site Applicant, Indeed ZipRecruiter Free, LinkedIn+Limited, LinkedIn
Commercial Project Manager	2/15/2022	Internal Applicant, LinkedIn+Limited, Indeed Free, Company Website
VP - Regulatory	Active	Agency Candidate, Indeed Free, Company Website, LinkedIn+Limited
Staff Accountant 3	2/15/2022	Internal Applicant, Company Website, Indeed Free, LinkedIn+Limited
Controller	5/25/2022	Agency Candidate, Indeed Free, Company Website, LinkedIn+Limited Indeed, ZipRecruiter Free
Digital Marketing-UX Specialist	3/30/2022	Indeed Free, Site Applicant. Company Website, Indeed LinkedIn
Manager - Digital Marketing	12/14/2021	Internal Applicant
Staff Accountant 3	1/20/2022	Internal Applicant, Indeed Free, LinkedIn+Limited, Company Website
Sales Engineer 1	2/9/2022	Internal Applicant, Indeed Free, Indeed, ZipRecruiter Free
Retention Agent	12/13/2021	Company Website, Indeed Free
CSC Trainer	2/6/2022	Internal Applicant, Indeed Free, Company Website
Accounts Payable Clerk	1/3/2022	Indeed Free, Company Website, LinkedIn+Limited, Salary.com Free ZipRecruiter Free, Site Applicant, Referral, Indeed, Agency Candidate Internal Applicant
Financial Analyst 2 ACS	Open 11/22/21, 12/7/21	ZipRecruiter Free
Inside Sales Agent	11/22/21, 12/7/21	Company Website, Indeed Free, Site Applicant, Internal Applicant
Legal Assistant	10/29/2021	Internal Applicant, Agency Candidate, Company Website,
Administrative Assistant	Open	ZipRecruiter Free
VP Finance and Accounting	Open	ZipRecruiter Free
Business Analyst 2	12/7/21, 12/7/21	Agency Candidate, Internal Applicant, Indeed Free, Indeed, Company Website
Paralegal	10/12/2021	Agency Candidate, Internal Applicant
Direct Sales Representative	2/23/2022	Company Website, Indeed Free
Fiber Technician 1	Active	Indeed Free, Company Website, Site Applicant
Lead Fiber Technician	2/23/2022	Internal Applicant, Indeed Free
Commercial Account Executive	Active	Indeed Free, Indeed
Fiber Const Mgr/Project Mgr	Active	

II. Total number of persons interviewed: 151

III. Total number of interviews by recruitment source:

Source	#Interviewed
Internal Applicant	61
Indeed Free	23
LinkedIn	4
Warren & Morris LLC	9
Internal Referral	3
LinkedIn+Limited	8
Company Website	15
Indeed	15
Agency Candidate	12

IV. Recruitment Initiatives - briefly list and describe the initiatives taken the preceding year:

Online postings, company website, internal job postings, recruiting services
