

Job Req ID	Job Title	External Title	Date Opened	Start Date	Applicant Recruitment Source	Total Interviewed	Hired	Recruitment Source of Employee(s) Hired
24242	Customer Service Representative Floater-Philadelphia, MS	Customer Service Representative Floater-Philadelphia, MS	4/15/2021	9/8/2021	Company website - 2 Facebook - 0 Indeed - 5 Other - 1 Referral - 0 Walk in - 0	8	1	Indeed
24301	Service Technician -Booneville MS	Service Technician -Booneville MS	4/15/2021	9/27/2021	Indeed - 3 Not indicated by candidate - 0 Other - 1 Facebook - 0	4	1	Other
24364	Call Center Customer Service Representative -Boonville	Call Center Customer Service Representative -Boonville	5/5/2021	9/13/21 (17)	Company website - 2 Facebook - 7 Indeed - 53 Job Fair - 0 LinkedIn - 1 Not indicated by candidate - 4 Other - 8 Owens Community College - 1 Referral - 4	80	17	Indeed (12) Referral (2) Company Website (1) Not indicated by candidate (1) Other (1)
24390	Customer Service Representative- Starkville MS	Customer Service Representative- Starkville MS	5/21/2021	10/5/2021	Company Website - 0 Facebook - 1 Glassdoor - 0 Indeed - 1 Other - 0 Referral - 0 Walk in - 0	2	1	Indeed
24522	Service Technician-Starkville MS	Service Technician-Starkville MS	7/1/2021	12/27/2021	Company website - 3 Indeed - 1 Other - 2 Referral - 5 Walk in - 1 Facebook - 0 MS.gov - 0	12	1	Referral
24548	Service Technician-Amory MS	Service Technician-Amory MS	7/7/2021	11/29/2021	Indeed - 2 Not indicated by candidate - 1 Referral - 0 Facebook - 0 MDES - 0	3	1	Not indicated by candidate

24549	Service Technician-Oxford MS	Service Technician-Oxford MS	7/7/2021	10/4/2021 (2)	Company website - 0 Indeed - 2 Internal candidate - 0 Referral - 1 Facebook - 0 MDES - 0	3	2	Indeed (2)
24961	Maintenance Technician -Starkville	Maintenance Technician -Starkville	7/29/2021	10/5/2021	Indeed - 0 Walk in - 1 Company website - 0 Facebook - 0	1	1	Walk in
24962	Service Technician-New Albany	Service Technician-New Albany	7/29/2021	1/17/2022 (2)	Indeed - 6 Internal - 1 Not indicated by candidate - 2 Other - 1 Referral - 1 Walk in - 0 MDES - 0 Company website - 0 Facebook - 0	11	2	Not indicated by candidate (1) Internal (1)
25121	Lead CPE Warehouse Technician-Oxford, MS	Lead CPE Warehouse Technician-Oxford, MS	8/7/2021	9/9/2021	Indeed - 0 Other - 0 Referral - 1 Facebook - 0 Company website - 0	1	1	Referral
25241	Customer Service Representative-Philadelphia, MS	Customer Service Representative-Philadelphia, MS	8/11/2021	9/9/2021 (2)	Company website - 0 Indeed - 4 Other - 1 Referral - 1 Facebook - 0	6	2	Other (1) Indeed (1)
25243	Customer Service Representative-Kosciusko, MS	Customer Service Representative-Kosciusko, MS	8/11/2021	9/9/2021	Company website - 1 Indeed - 3 Other - 0 Facebook - 0	4	1	Company Website
25321	Residential Sales Consultant	Residential Sales Consultant	8/11/2021	1/19/2022, 2/8/22, 2/9/22, 3/7/22, 8/9/22	Indeed - 26 LinkedIn - 0 Not indicated by candidate - 2 Other - 4 Referral - 2	34	5	Other (2) Not Indicated by candidate (1) Indeed (2)
25441	Dispatcher-Booneville	Dispatcher-Booneville	9/22/2021	10/11/2021	Company website - 0 Facebook - 2 Indeed - 0 Internal - 2 Other - 0	4	1	Company Website
25521	Customer Service Representative- Oxford MS	Customer Service Representative- Oxford MS	8/31/2021	10/4/2021	Company website - 1 Glassdoor - 0 Indeed - 1 Other - 0 Referral - 0 Walk in - 0 Facebook - 0	2	2	Other (1) Indeed (1)

25522	Customer Service Representative Ripley , MS	Customer Service Representative Ripley , MS	8/31/2021	10/4/2021	Company website - 1 Indeed - 4 Job fair - 1 Other - 0 Referral - 0 Walk in - 1 MightRecruiter - 0 Facebook - 0	7	1	Indeed
25701	Customer Service Representative	Customer Service Representative	9/10/2021	9/20/2021 (3)	Indeed - 5 Job fair - 1 LinkedIn - 0 Not indicated by candidate - 0 Other - 2 Referral - 1 Walk in - 0	9	3	Not indicated by candidate (1) Indeed (2)
25783	Media Sales Manager	Media Sales Manager	9/24/2021	10/14/2021	Other - 1 Company website - 0	1	1	Other
25809	Account Executive - Advertising Sales	Account Executive - Advertising Sales	10/1/2021	10/27/2021 (2)	Referral - 4 Indeed - 0 Facebook - 0 Company website - 0	4	2	Referral (2)
25822	Customer Service Representative- Retail	Customer Service Representative- Retail	10/14/2021	11/4/21 (2)	Facebook - 0 Indeed - 5 Other - 0 Company website - 0	5	2	Indeed
26041	Senior Multi-Media Producer	Senior Multi-Media Producer	10/20/2021	12/14/2021	Indeed - 1 Referral - 2 Facebook - 0 Company website - 0	3	1	Referral
26061	Business Services Technician- Booneville	Business Services Technician- Booneville	10/20/2021	1/31/2022	Company website - 1 Indeed - 1 Referral - 1 Facebook - 0 Ms.gov - 0	3	1	Referral
26062	Service Technician-Booneville MS	Service Technician-Booneville MS	10/20/2021	11/12/2021	Company website - 1 Indeed - 1 Other - 0 Facebook - 0	2	1	Indeed
26081	Maintenance Technician-Starkville MS	Maintenance Technician-Starkville MS	10/20/2021	1/27/2022	Company website - 1 Indeed - 2 Other - 1 Referral - 2 Facebook - 0 MS.gov	6	1	Referral
26143	Customer Service Representative Retail-Forest MS	Customer Service Representative Retail-Forest MS	10/28/2021	1/17/2022	Company website - 1 Facebook - 1 Glassdoor - 0 Indeed - 2 Referral - 2	6	1	Referral

					Indeed - 1 Internal - 1 Other - 1 Referral - 1 Facebook - 0 Company website - 0			
26159	Director, Technical Operations & Construction	Director, Technical Operations & Construction	11/9/2021	12/14/2021		4	1	Referral
26986	Customer Service Representative- Call Center	Customer Service Representative- Call Center	1/17/2022	1/20/2022	Other - 2	2	1	Other
24522	Service Technician-Starkville MS	Service Technician-Starkville MS	7/1/2021	2/28/2022	Company Website (3) Indeed (1) Other (2) Referral (5) Walk In (1)	12	1	Other
26162	Warehouse Person -Boonville MS	Warehouse Person -Boonville MS	12/15/2021	2/28/2022 4/4/22	Facebook (1) Indeed (6) Other (1)	8	2	Indeed (2)
26321	Business Services Technician- Starkville MS	Business Services Technician- Starkville MS	12/15/2021	4/5/2022	Company Website (3) Indeed (11)	14	1	Indeed
26582	Technical Operations Supervisor - Oxford, MS	Technical Operations Supervisor - Oxford, MS	12/29/2021	2/3/2022	Indeed (1) Internal Candidate (2) Other (1) Referral (1) Company Website (0)	5	1	Internal Candidate
26662	Warehouse Person Starkville MS	Warehouse Person Starkville MS	12/28/2021	2/21/2022	Indeed (12) Referral (1) Company Website (0)	13	1	Referral
26861	Customer Service Representative -Booneville	Customer Service Representative -Booneville	1/17/2022	2/9/2022	Company Website (1) Facebook (1) Indeed (7)	9	1	Indeed
27082	Service Technician-Booneville MS	Service Technician-Booneville MS	1/25/2022	3/28/2022	Indeed (3) Company Website (0)	3	1	Indeed
27095	Customer Service Representative -Amory	Customer Service Representative -Amory	1/31/2022	2/16/2022	Company Website (1) Indeed (3) LinkedIn (1) Other (2) Walk In (1)	8	1	Other
27201	Billing System Coordinator	Billing System Coordinator	2/21/2022	3/21/2022	Indeed (5) Internal (1) Referral (1)	7	1	Indeed
27501	Customer Service Representative - Retail Amory , MS	Customer Service Representative - Retail Amory , MS	3/2/2022	4/14/2022	Company Website (0) Facebook (0) Indeed (2)	2	1	Indeed
27541	Service Technician-Amory MS	Service Technician-Amory MS	3/4/2022	4/20/2022	Company Website (0) Indeed (1) Referral (1)	2	1	Indeed
27542	Service Technician-Oxford MS	Service Technician-Oxford MS	3/4/2022	3/21/2022	Company Website (3) Indeed (1) Referral (1)	5	1	Company Website
27882	Warehouse Person -Starkville MS	Warehouse Person -Starkville MS	3/30/2022	4/18/2022	Company Website (0) Glassdoor (1) Indeed (3)	4	1	Glassdoor
27764	Customer Service Representative-Booneville, MS	Customer Service Representative-Booneville, MS	3/31/2022	5/12/2022	Indeed (4) Referral (4)	8	1	Indeed

27782	Construction Coordinator-Starkville	Construction Coordinator-Starkville	3/24/2022	7/29/2022	Company Website (0) Glassdoor (1) Indeed (1)	2	1	Glassdoor
27922	Human Resources Generalist	Human Resources Generalist	3/30/2022	5/2/2022	Indeed (4) LinkedIn (1)	5	1	LinkedIn
27962	Customer Service Representative - Retail	Customer Service Representative - Retail	4/14/2022	5/9/2022	Indeed (3) Facebook (0) Company Website (0)	3	1	Indeed
28003	Warehouse Person	Warehouse Person	4/12/2022	6/28/2022	Company Website (0) Indeed (5) Other (1)	6	1	Other
28041	Customer Service Representative - Retail	Customer Service Representative - Retail	4/14/2022	5/11/2022	Indeed (1) Company Website (0)	1	1	Indeed
28423	Customer Service Representative-Booneville, MS	Customer Service Representative-Booneville, MS	4/26/2022	5/24/2022	Company website (1) Indeed (2) Referral (1)	4	1	Referral
28615	Customer Service Representative - Retail New Albany	Customer Service Representative - Retail	5/18/2022	6/28/2022	Indeed (2) Company website (0) LinkedIn (1)	3	1	Indeed
28623	Service Technician-Booneville MS 1	Service Technician-Booneville MS 1	5/26/2022	8/4/2022	Indeed (2) Company website (0)	2	1	Indeed
28633	Dispatcher	Dispatcher	5/25/2022	6/8/2022	Indeed (1) Company website (0)	1	1	Indeed
28642	Project Analyst	Project Analyst	6/3/2022	7/29/2022	Indeed (7) LinkedIn (1) Other (1)	9	1	Indeed
28644	Customer Service Representative - Booneville	Customer Service Representative - Booneville	6/3/2022	7/26/2022 (2)	Indeed (15) Company Website (0) Internal Candidate (1) Other (1)	17	2	Indeed (2)
28745	Customer Service Representative - Retail	Customer Service Representative - Retail	6/17/2022	7/26/2022	Company Website (1) Indeed (1) Referral (1)	3	1	Referral
28781	Service Technician - Oxford, MS	Service Technician - Oxford, MS	6/23/2022	8/23/2022	Company Website (0) Indeed (3)	3	1	Indeed
28785	Customer Service Representative - Booneville, MS	Customer Service Representative - Booneville, MS	7/13/2022	7/26/2022	Company Website (1) Indeed (3) Referral (1)	5	1	Indeed
28955	Oxford Customer Service Representative - Retail	Oxford Customer Service Representative - Retail	7/18/2022	8/22/2022	Company Website (0) Indeed (1)	1	1	Indeed

Recruitment Sources	Contact	Email	Total Interviewed	Entitled to Notification
Company Website	www.maxxsouthcareers.com		28	No
Facebook	facebook.com	Facebook Support	13	No
Glassdoor	Chloe Lima	clima@indeed.com	2	No
Indeed	Brian Brasil	bbrasil@indeed.com	240	No
Internal Candidate			8	No
Job Fair	See longer term initiatives below		2	No
LinkedIn	John Milton	jomilton@linkedin.com	5	No
Not Indicated by Candidate			8	No
Other			34	No
Owens Community College	Denise Grupp-Verbon/ Rene Downour	denise_gruppverbon@owens.edu/rene_downour@owens.edu	1	No

Referral			45	No
Walk In			5	No
MS.gov	Howard Stagg	Hstagg@mdes.ms.gov	0	No
MDES	Howard Stagg	Hstagg@mdes.ms.gov	0	No

**Longer Term Recruiting Initiatives**

Date	Initiative	Description	Scope of Involvement	Personnel Involved
2021 - 2022	NCTI Training	NCTI provides training to Technical Operations employees that prepares them for future promotional opportunities.	Technical Operations employees	Technical Operations staff
2021 - 2022	Member of National Association of Multi-Ethnicity in Communications	Organization fostering multi-ethnic diversity in the cable and communications industry.	Member	Steve Stockdale
8/2/2022	On-Site Job Fair	On-Site Job Fair hosted at the Oxford, MS retail store	Oxford community	Brandi Tanner & Daniel Brandon
8/4/2022	On-Site Job Fair	On-Site Job Fair hosted at the Ripley, MS retail store	Ripley community	Brandi Tanner & Daniel Brandon
8/9/2022	On-Site Job Fair	On-Site Job Fair hosted at the Louisville, MS retail store	Louisville community	Brandi Tanner & Daniel Brandon
8/25/2022	Speaking to students about employment opportunities, cable industry, and upcoming internship opportunities.	Guest speaker to Mississippi State University students about cable industry/television industry, upcoming internship opportunities, and ongoing job openings for MaxxSouth Sports.	MSU students and Marketing Department	Pervis Parker