

Job Req ID	Job Title	External Title	Date Opened	Start Date	Applicant Recruitment Source	Total Interviewed	Hired	Recruitment Source of Employee(s) Hired
27641	Account Executive	Account Executive	3/21/2022	11/29/2022	Company Website (1) Indeed (5) LinkedIn (1) Other (2) Referral (2)	11	1	Other
28543	Bilingual Brainiac - Tier 1	Bilingual Technical Support Agent 1	5/10/2022	9/7/2022	Indeed (3) Referral (1)	4	1	Referral
28929	Lead Broadband Experience Consultant	Assistant Store Manager	6/30/2022	11/29/22 (2), 1/10/23 (2), 2/13/23, 3/8/23, 5/22/23	Company Website (1) Indeed (34) Owens Community College (0) Referral (3) Internal (4) Ohio Means Jobs (1) Other (1)	44	7	Referral (2) Indeed (3) Internal (2)
28722	Universal Technician I - Tech Ops	Universal Technician I - Tech Ops	6/14/22	9/8/22, 10/6/22, 11/1/22, 11/3/22, 11/8/22, 12/5/22, 2/14/23, 1/30/23, 4/11/23 (2), 4/3/23 7/10/23, 3/21/23, 3/27/23, 6/27/23	Company Website (7) Glassdoor (0) Indeed (32) Job Fair (4) Other (13) Referral (16) Walk In (4) Cable 360 (1) LinkedIn (1)	78	15	Referral (9) Indeed (2) Other (2) Company Website (1) LinkedIn (1)
28741	Line Technician	Line Technician	6/14/2022	9/19/2022	Company Website (2) Indeed (0)	2	1	Company Website
28746	Bilingual Brainiac - Tier 1	Bilingual Technical Support Agent 1 1	6/16/2022	11/9/2022	Company Website (0) Indeed (2) Referral (1)	3	1	Indeed
28863	Business Intelligence Analyst	Business Intelligence Analyst	6/27/2022	9/6/2022	Company Website (0) Indeed (3) Referral (1)	4	1	Indeed
28866	Senior Accountant	Senior Accountant	7/8/2022	12/1/2022	Indeed (3) Internal (1) LinkedIn (1)	5	1	Indeed
28927	Broadband Experience Consultant	Retail Sales Associate	7/1/2022	9/6/22, 9/7/22, 10/11/22, 11/2/22 (2), 12/2/22, 2/7/23, 3/29/23 (3), 4/18/23 (2), 6/27/23 (3), 7/26/23, 7/31/23, 8/30/23	Company Website (6) Facebook (2) Indeed (110) Job Fair (4) LinkedIn (3) Referral (6) Walk In (2) Intern (1) Not indicated by candidate (1) Other (6) Toledo Blade (1) Internal (1) University of Toledo (1)	144	18	University of Toledo (1) Indeed (9) Referral (3) Other (3) Internal (1) LinkedIn (1)

28957	Human Resources Generalist	Human Resources Generalist (Hybrid)	7/14/2022	1/3/2023	Company Website (0) Facebook (0) Glassdoor (0) Indeed (3) LinkedIn (7) Other (1)	11	1	LinkedIn
28928	Customer Service Representative	Customer Service Representative	7/1/2022	9/15/22 (6) 9/27/22 (3) 10/18/22 (5) 11/2/22 (8) 11/29/22 (7) 1/10/23 (7) 2/9/23 2/28/23 (3) 3/21/23 (2) 3/28/23 (2) 4/25/23 (5) 5/9/23 5/18/23 5/22/23 (2) 6/27/23 (4) 7/26/23 (4)	Company Website (14) Craigslist (1) Glassdoor (2) Indeed (250) Job Fair (4) LinkedIn (2) Other (24) Referral (34) Television Ad (2) Walk In (7) Bowling Green (1) Facebook (4) Internal (1) Media Recruiter (1) Not Indicated By Candidate (2) Ohio Means Jobs (5) Toledo Blade (1) University of Toledo (2)	357	61	Indeed (41) Referral (9) Company Website (2) Walk In (1) Other (5) Internal Candidate (1) Not indicated by candidate (1) University of Toledo (1)
29264	Brainiac - Tier 4	Brainiac - Tier 4	8/18/2022	9/26/2022	Company Website (0) Indeed (0) LinkedIn (0) Other (1)	1	1	Other
29442	Tech Ops/Construction Coordinator	Tech Ops/Construction Coordinator	9/1/2022	10/24/2022	Company Website (0) Other (1)	1	1	Other
29451	Local Stations Technical Operator	Local Stations Technical Operator	9/8/2022	2/27/2023	Company Website (0) Indeed (0) LinkedIn (1) Referral (1)	2	1	Referral
29493	Line Technician	Line Technician	10/20/2022	12/12/2022	Company Website (0) Indeed (1) Referral (1)	2	2	Indeed (1) Referral (1)
29512	Sports Nightly Anchor/MMJ	Sports Nightly Anchor/MMJ	10/5/2022	1/3/2023	Company Website (0) Glassdoor (0) Indeed (0) LinkedIn (1) Other (1) Referral (1)	3	1	LinkedIn
29646	Supervisor, Retail Sales	Supervisor, Retail Sales	11/28/2022	1/10/2023	Company Website (0) Indeed (1) Internal (2)	3	1	Indeed
29827	Converter Representative	Converter Representative	10/20/2022	12/5/2022 (2) 1/30/23 7/5/23	Company Website (0) Indeed (13) Monster (1) University of Toledo (1) Referral (1) Walk In (1)	17	4	Indeed (2) University of Toledo (1) Referral (1)
29881	Brainiac - Tier 4	Brainiac - Tier 4	11/9/2022	1/31/2023	Company Website (1) Indeed (2) Internal (4)	7	1	Company Website

29883	Bilingual Brainiac - Tier I	Bilingual Brainiac - Tier I	11/8/2022	1/31/2023	Company Website (0) Indeed (1) LinkedIn (0)	1	1	Indeed
29904	Lineperson 1	Lineperson 1	11/28/2022	12/5/2022	Referral (1)	1	1	Referral
29919	BCSN Lead Talent	BCSN Lead Talent	12/5/2022	2/6/2023	Company Website (1) Indeed (0) Other (1)	2	1	Company Website
29951	Account Executive - Advertising Sales	Account Executive - Advertising Sales	12/19/2022	7/10/2023	Company Website (0) Glassdoor (0) Indeed (5) Not indicated by candidate (1) Other (1) Referral (1)	8	1	Not Indicated by Candidate
29962	Sports Nightly Producer	Sports Nightly Producer	12/29/2022	3/13/2023	Company Website (0) Indeed (1) Internal (2) Referral (1)	4	1	Referral
30014	Receptionist	Receptionist	1/19/2023	2/13/2023	Company Website (1) Indeed (8) Ohio Means Jobs (1) Other (1)	11	1	Other
30021	Accounts Payable Clerk	Accounts Payable Clerk	1/25/2023	3/13/2023	Company Website (0) Indeed (5) Internal (2) Referral (1)	8	1	Referral
30029	Finance and Business Manager	Finance and Business Manager	1/31/2023	5/22/2023	Company Website (0) Indeed (3) LinkedIn (1) Referral (1)	5	1	Indeed
30062	Manager, Sales	Manager, Sales	2/8/2023	5/1/2023	Company Website (0) Glassdoor (1) Indeed (1) LinkedIn (0) Referral (1)	3	1	Referral
30133	Sports Nightly Anchor/MMJ	Sports Nightly Anchor/MMJ	3/20/2023	5/3/2023	Company Website (1) Facebook (1) Indeed (1) Other (2) Referral (1)	6	1	Other
30202	Groundskeeper & Facility Tech	Lawn Care and Facilities Technician	4/11/2023	5/23/2023	Indeed (3) Referral (1) Walk In (1)	5	1	Walk In
30237	Bilingual Customer Service Representative	Bilingual Call Center Representative	5/8/2023	7/26/2023	Company Website (0) Indeed (6) LinkedIn (1)	7	1	Indeed
30243	Receptionist	Receptionist	5/5/2023	7/11/2023	Company Website (0) Glassdoor (1) Indeed (17) LinkedIn (1) Referral (1)	20	2	Indeed
30287	Local Sales Manager	Local Sales Manager	5/22/2023	7/18/2023	Company Website (0) Indeed (1) LinkedIn (0) Referral (2)	3	1	Referral

30305	Direct Sales Representative	Direct Sales Representative	5/31/2023	6/9/2023	Company Website (0) Indeed (0) Internal (1) Referral (1)	2	2	Internal Candidate (1) Referral (1)
28925	Brainiac - Tier 1	Technical Support Specialist	7/1/2022	9/1/22 (3) 9/15/22 9/19/22 (2) 10/5/22 (2) 10/17/22 (3) 11/4/22 (2) 12/2/22 (5) 1/10/23 (4) 1/31/23 (3) 2/7/23 (6) 3/9/23 (2) 3/28/23 (5) 4/25/23 (2) 5/18/23 5/31/23 (2) 6/27/23 7/24/23 (2) 8/11/23 8/30/23 (9)	Bowling Green (3) Company Website (9) Glassdoor (2) Indeed (97) LinkedIn (3) Internal (3) Job Fair (3) Media Recruiter (1) Other (12) Referral (18) University of Toledo (1) Walk In (2) Not indicated by candidate (1)	155	56	Indeed (36) LinkedIn (2) Other (4) Glassdoor (1) Referral (6) Not indicated by candidate (1) Company Website (3) Walk In (1) Bowling Green State University (1) Internal (1)

Recruitment Sources	Contact	Email	Total Interviewed	Entitled to Notification
Bowling Green State University	Beth Anne Miller	bethm@bgsu.edu	4	No
Company Website	www.buckeyebroadband.com/careers	dbrandon@buckeyebroadband.com	44	No
Facebook	facebook.com	Facebook Support	7	No
Glassdoor	glassdoor.com	bpickett@indeed.com	6	No
Indeed	Blake Pickett	bpickett@indeed.com	611	No
Intern	Steve Stockdale	sstockdale@buckeyebroadband.com	1	No
Internal Candidate	Steve Stockdale	sstockdale@buckeyebroadband.com	21	No
Job Fair	See outreach initiatives below	dbrandon@buckeyebroadband.com	15	No
LinkedIn	John Milton	jomilton@linkedin.com	23	No
Media Recruiter	Art Scott	art@MediaRecruiter.com	2	No
Monster	Ken MacLeod	ken.macleod@monster.com	1	No
Not Indicated by Candidate	NA	NA	5	No
Ohio Means Jobs	Theodore Foreman/Pamela Moore	tforeman@co.lucas.oh.us/pamoore@co.lucas.oh.us	7	No
Other	NA		67	No
Owens Community College	Denise Grupp-Verbon/ Rene Downour	denise_gruppverbon@owens.edu/rene_downour@owens.edu	0	No
Referral	Steve Stockdale	sstockdale@buckeyebroadband.com	98	No
Television Ad	Buckeye Broadband/Steve Stockdale	sstockdale@buckeyebroadband.com	2	No
Terra Community College	Holly Hoffman	hhoffman01@terra.edu	0	No
Toledo Blade	Kyle McDaniel	kmcdaniel@toledoblade.com	2	No
TV Jobs	Mark Holloway	admin@tnjobs.com	0	No
University of Toledo	Shannon Niedzwicki	shannon.niedzwicki@utoledo.edu	5	No
Walk In	NA	NA	17	No
Cable 360	Company did not post on this site. Applicant must have listed mistakenly		1	No
Craigslist	Company did not post on this site. Applicant must have listed mistakenly		1	No

Longer Term Recruiting Initiatives				
Date	Initiative	Description	Scope of Involvement	Personnel Involved
2022 - 2023	Leadership Training Program	Buckeye Broadband holds a monthly "Leadership Day" where employees receive 90 minutes of professional development training that helps prepare them for higher level roles.	Buckeye Broadband leaders	Various Buckeye leaders

2022 - 2023	NCTI Training	NCTI provides training to Technical Operations employees that prepares them for future promotional opportunities.	Technical Operations employees	Technical Operations staff
2022 - 2023	Member of National Association of Multi-Ethnicity in Communications	Organization fostering multi-ethnic diversity in the cable and communications industry.	Member	Steve Stockdale
2022 - 2023	Scholar of the Month Scholarship	Each month, October through April, a Scholar of the Month is selected from among high schools in the Buckeye Broadband service area to receive a one-time \$1,000 scholarship.	Greater Toledo Community	Jason Lockhart
2022 - 2023	Scholar of the Year Scholarship	In April, one renewable scholarship – worth a minimum of \$10,000 over four years – will be awarded annually to the Scholar of the Year, selected from among the seven Scholars of the Month.	Greater Toledo Community	Jason Lockhart
May 2022 - August 2022	Summer Internship Program	Buckeye Broadband hired several summer interns in departments such as Marketing and BCSN	Local universities	Kayla French, Justin Feldkamp
11/10/2022	Buckeye Broadband On-site Job Fair	Job Fair hosted at our home office to attract candidates	Greater Toledo Community	Daniel Brandon and several managers
11/17/2022	BGSU - Student Union Networking Event	Give students the opportunity to network with Buckeye Broadband	BGSU Students	Daniel Brandon and Tequoia Dixon
12/13/2022	Buckeye Broadband On-site Job Fair	Job Fair hosted at our home office to attract candidates	Greater Toledo Community	Daniel Brandon and several managers
1/19/2023	Ohio Means Jobs Career Fair	Job Fair hosted by Ohio Means Jobs to give the community the opportunity to find employment	Greater Toledo Community	Daniel Brandon and several managers
2/14/2023	Buckeye Broadband On-site Job Fair	Job Fair hosted at our home office to attract candidates	Greater Toledo Community	Daniel Brandon and several managers
3/14/2023	Buckeye Broadband On-site Job Fair	Job Fair hosted at our home office to attract candidates	Greater Toledo Community	Daniel Brandon and several managers
4/6/2023	Buckeye Broadband On-site Job Fair	Job Fair hosted at our home office to attract candidates	Greater Toledo Community	Daniel Brandon and several managers
4/18/2023	Owens Community College School of Business Job Fair	Career fair hosted by Owens to give students the opportunity to network	Owens Students and HR Department	Daniel Brandon and several managers
5/1/2023	TPS Signing Day	TPS high schools will be holding college and career signing events to celebrate the Class of '23's decisions to enroll, enlist or employ.	TPS Higschool Students and HR Department	Daniel Brandon and Retail Department
5/2/2023	Owens Community College Mock Interviews	Employers gave college students the opportunity to practice their interviewing skills.	Owens Students and HR Department	Daniel Brandon and Owens Staff
5/4/2023	The Blade Job Fair	Job Fair hosted by the Toledo Blade to attract talent	Greater Toledo Community	Daniel Brandon and several managers
5/9/2023	Buckeye Broadband On-site Job Fair	Job Fair hosted at our home office to attract candidates	Greater Toledo Community	Daniel Brandon and several managers
6/8/2023	Buckeye Broadband On-site Job Fair	Job Fair hosted at our home office to attract candidates	Greater Toledo Community	Daniel Brandon and several managers
7/11/2023	Buckeye Broadband On-site Job Fair	Job Fair hosted at our home office to attract candidates	Greater Toledo Community	Daniel Brandon and several managers