

Job Req ID	Job Title	External Title	Date Opened	Start Date	Applicant Recruitment Source	Total Interviewed	Hired	Recruitment Source of Employee(s) Hired
28639	EPA Fiber Deployment Coordinator--South	EPA Fiber Deployment Coordinator--South	6/3/2022	12/14/2022	Company Website - 0 Facebook - 0 Indeed - 2	2	1	Indeed
28781	Service Technician - Oxford, MS	Service Technician - Oxford, MS	6/23/2022	9/23/22, 11/23/22, 12/14/22	Company Website - 0 Glassdoor - 1 Indeed - 6 Not indicated by candidate - 1 Other - 2	10	3	Indeed - 1 Other - 1 Glassdoor - 1
28933	Service Technician - Booneville, MS	Service Technician - Booneville, MS	8/1/2022	9/30/2022	Company Website - 0 Indeed - 1 Other - 1	2	1	Other
28936	Customer Service Representative - Retail	Customer Service Representative - Retail	8/1/2022	9/8/2022	Company Website - 0 Indeed - 1	1	1	Indeed
28962	Human Resources Generalist	Human Resources Generalist	7/18/2022	9/8/2022	Compay Website - 0 Glassdoor - 1 Indeed - 3	4	1	Glassdoor
29148	Business Survey Technician	Business Survey Technician	8/10/2022	10/17/2022	Company Website - 1 Facebook - 1 Indeed - 1	3	1	Indeed
29181	Customer Service Representative	Customer Service Representative	8/5/2022	9/21/2022	Company Website - 0 Indeed - 5	5	1	Indeed
29201	Construction Tech	Construction Tech	8/1/2022	9/29/2022	Company Website - 0 Facebook - 0 Indeed - 4 Other - 1	5	1	Indeed
29221	Customer Service Representative - Forest	Customer Service Representative - Forest	8/10/2022	9/15/2022	Company Website - 0 Indeed - 0 Walk In - 1	1	1	Walk In
29241	Customer Service Representative - Amory	Customer Service Representative - Amory	8/10/2022	9/8/2022	Company Website - 0 Indeed - 1	1	1	Indeed
29342	Account Executive - Advertising Sales	Account Executive - Advertising Sales	8/22/2022	5/1/2023	Company Website - 0 Glassdoor - 0 Indeed - 0 Other - 1	1	1	Other
29410	Service Technician - Philadelphia	Service Technician	8/30/2022	10/10/2022	Company Website - 0 Indeed - 3 Other - 1	4	1	Other
29441	Warehouse Person	Warehouse Person	9/7/2022	10/17/2022	Company Website - 0 Facebook - 0 Glassdoor - 0 Indeed - 10 Referral - 1 Other - 1	12	1	Other
29486	Customer Service Representative	Customer Service Representative	9/21/2022	9/27/2022	Company Website - 0 Glassdoor - 0 Indeed - 1	1	1	Indeed
29502	Business Service Representative	Business Service Representative	9/21/2022	11/16/2022	Company Website - 0 Indeed - 1	1	1	Indeed
29508	Customer Service Representative - Retail - Oxford	Customer Service Representative - Retail	9/29/2022	11/18/2022	Company Website - 0 Glassdoor - 0 Indeed - 2	2	1	Indeed

29510	Customer Service Representative - Retail - Booneville	Customer Service Representative - Retail	9/30/2022	11/30/2022	Company Website - 0 Facebook - 1 Indeed - 9 Other - 1 Referral - 1	12	1	Indeed
29513	Service Technician - Oxford	Service Technician	9/30/2022	3/23/2023	Company Website - 0 Cable360 - 1 Glassdoor - 0 Indeed - 5 Other - 1	7	1	Indeed
29521	Service Technician - Booneville	Service Technician	9/30/2022	12/21/2022	Company Website - 0 Indeed - 7 Referral - 2 Walk In - 1	10	1	Indeed
29561	Service Technician - Starkville	Service Technician - Starkville	10/11/2022	10/17/2022	Company Website - 0 Facebook - 1 Indeed - 0	1	1	Facebook
29644	Customer Service Representative - Ripley	Customer Service Representative - Ripley	10/4/2022	11/17/2022	Company Website - 0 Indeed - 0 Referral - 1	1	1	Referral
29647	Service Technician - Amory	Service Technician	10/4/2022	1/17/2023	Company Website - 0 Facebook - 1 Indeed - 2	3	1	Indeed
29702	Customer Service Representative - Retail - Amory	Customer Service Representative - Amory	10/11/2022	11/15/2022	Company Website - 1 Facebook - 0 Glassdoor - 0 Indeed - 8 Walk-In - 1	10	1	Indeed
29706	Service Technician - Starkville	Service Technician - Starkville	10/14/2022	11/16/2022	Company Website - 0 Indeed - 2 Not indicated by candidate - 2	4	1	Indeed
29709	Business Survey Technician - Booneville	Business Survey Technician	10/11/2022	4/11/2023	Company Website - 1 Glassdoor - 0 Indeed - 10 Not indicated by candidate - 1 Other - 1 Walk-In - 1	14	1	Company Website
29710	Customer Service Representative - Oxford	Customer Service Representative - Retail	10/11/2022	10/31/2022	Company Website - 0 Indeed - 8	8	1	Indeed
29874	Customer Service Representative	Customer Service Representative	11/4/2022	11/30/2022	Company Website - 0 Indeed - 6	6	1	Indeed
29901	Customer Service Representative	Customer Service Representative	11/18/2022	11/30/2022	Company Website - 0 Indeed - 2	2	1	Indeed
29911	Customer Service Representative - Retail - Oxford	Customer Service Representative - Retail	11/28/2022	12/28/2022	Company Website - 0 Indeed - 2	2	1	Indeed
29912	Service Technician - Starkville	Service Technician	11/28/2022	2/6/2023	Company Website - 0 Indeed - 6 Glassdoor - 0	6	1	Indeed
29913	Service Technician - Booneville	Service Technician	11/28/2022	4/24/2023	Company Website - 0 Indeed - 9 Other - 1 Television Ad - 1 Walk-In - 1	12	1	Walk In

29920	Lead CPE Warehouse Technician	Lead CPE Warehouse Technician	12/1/2022	1/10/2023	Company Website - 0 Facebook - 0 Indeed - 4 Glassdoor - 0	4	1	Indeed
29921	Customer Service Representative - Retail - Oxford	Customer Service Representative - Retail	12/1/2022	1/4/2023	Company Website - 0 Indeed - 1	1	1	Indeed
29923	Service Technician - Philadelphia	Service Technician	12/14/2022	6/22/2023	Company Website - 2 Glassdoor - 1 Indeed - 8 Other - 2	13	1	Indeed
29943	Residential Sales Consultant - Philadelphia	Residential Sales Consultant	12/14/2022	1/25/2023	Company Website - 0 Indeed - 1	1	1	Indeed
29944	Residential Sales Consultant - Philadelphia	Residential Sales Consultant	12/14/2022	2/6/2023	Company Website - 0 Indeed - 1	1	1	Indeed
29949	Customer Service Representative - Retail Louisville	Customer Service Representative - Retail	12/22/2022	2/10/2023	Company Website - 0 Facebook - 0 Glassdoor - 0 Indeed - 2 Other - 1	3	1	Other
29958	Service Technician - Amory	Service Technician - Amory	12/27/2022	1/17/2023	Company Website - 0 Indeed - 2	2	1	Indeed
30022	Customer Service Representative - Retail - Red Bay	Customer Service Representative - Retail - Red Bay	1/26/2023	3/8/2023	Company Website - 0 Facebook - 0 Indeed - 1 Other - 1	2	1	Indeed
30024	Residential Sales Consultant - Philadelphia	Residential Sales Consultant - Philadelphia	1/26/2023	3/9/2023	Company Website - 0 Glassdoor - 0 Indeed - 0 Referral - 2	2	1	Referral
30025	Service Technician - Starkville	Service Technician - Starkville	1/27/2023	8/2/2023	Company Website - 0 Facebook - 1 Glassdoor - 0 Indeed - 3 LinkedIn - 1 Other - 1 Referral - 3	9	1	Referral
30068	Sales Assistant	Sales Assistant	2/14/2023	4/4/2023	Company Website - 1 Indeed - 2 Internal - 1 Job Fair - 1 LinkedIn - 1	6	1	Company Website
30095	Warehouse/Equipment Processor	Warehouse/Equipment Processor	3/6/2023	4/27/2023	Company Website - 0 Glassdoor - 0 Indeed - 2 Internal - 1	3	1	Indeed
30104	Customer Service Representative - Retail	Customer Service Representative - Retail	3/6/2023	4/18/2023	Company Website - 1 Facebook - 0 Glassdoor - 1 Indeed - 45 LinkedIn - 1	48	1	Indeed
30105	Customer Service Representative	Customer Service Representative - Booneville	3/2/2023	4/13/2023	Company Website - 0 Indeed - 2 Referral - 1	3	1	Referral
30111	Business Survey Technician - Starkville	Business Survey Technician	3/6/2023	5/30/2023	Company Website - 0 Indeed - 6	6	1	Indeed

30113	Customer Service Representative	Customer Service Representative - Booneville	3/3/2023	3/27/2023	Company Website - 0 Glassdoor - 1 Indeed - 14 Referral - 2	17	1	Referral
30135	Project Analyst	Project Analyst	3/20/2023	6/7/2023	Company Website - 0 Indeed - 11	11	1	Indeed
30138	Customer Service Representative - Retail Forest	Customer Service Representative - Retail Forest	3/22/2023	6/6/2023	Company Website - 2 Glassdoor - 2 Indeed - 59 Referral - 2	65	1	Indeed
30163	Residential Sales Consultant - Philadelphia	Residential Sales Consultant - Philadelphia	3/23/2023	3/29/2023	Company Website - 0 Indeed - 0 Referral - 1	1	1	Referral
30187	Supervisor, Customer Relations - Retail	Store Manager	4/12/2023	5/31/2023	Company Website - 0 Glassdoor - 1 Indeed - 5 The Source - 1	7	1	Indeed
30188	Service Technician - Starkville	Service Technician - Starkville	4/12/2023	8/2/2023	Company Website - 0 Indeed - 0 LinkedIn - 1	1	1	LinkedIn
30191	Service Technician - Oxford	Service Technician - Oxford	4/12/2023	5/18/2023	Company Website - 0 Indeed - 2 Other - 1	3	1	Indeed
30207	Residential Sales Consultant - Oxford	Residential Sales Consultant	4/17/2023	6/6/2023	Company Website - 0 Indeed - 2	2	1	Indeed
30221	Customer Service Representative - Retail	Customer Service Representative - Retail	4/20/2023	5/5/2023	Company Website - 0 Glassdoor - 1 Indeed - 0	1	1	Glassdoor
30265	Maintenance Technician	Maintenance Technician	5/15/2023	6/20/2023	Company Website - 0 Glassdoor - 0 Indeed - 0 Referral - 1	1	1	Referral
30283	Lead Customer Service Representative - Retail	Lead Customer Service Representative - Retail	6/2/2023	6/23/2023	Company Website - 2 Facebook - 1 Glassdoor - 1 Indeed - 30 Other - 1	35	1	Company Website
30322	Network Designer 1	Network Designer 1	6/5/2023	7/25/2023	Company Website - 0 Indeed - 1	1	1	Indeed
30336	Customer Service Representative - Retail - Starkville	Customer Service Representative - Retail	6/16/2023	8/30/2023	Company Website - 1 Facebook - 2 Glassdoor - 0 Indeed - 15 Other - 2	20	1	Indeed
30342	Dispatcher	Dispatcher	6/15/2023	8/4/2023	Company Website - 0 Facebook - 0 Glassdoor - 0 Indeed - 2 Referral - 2	4	1	Indeed
30381	Customer Service Representative - Retail	Customer Service Representative - Retail	7/13/2023	7/26/2023	Company Website - 0 Indeed - 1	1	1	Indeed
30383	Customer Service Representative - Retail	Customer Service Representative - Retail	7/13/2023	8/17/2023	Company Website - 0 Indeed - 1 Glassdoor - 0 The Source - 1	2	1	The Source

Recruitment Sources	Contact	Email	Total Interviewed	Entitled to Notification
Company Website	www.maxxsouthcareers.com	arodgers@maxxsouth.com	12	No
Facebook	facebook.com	Facebook Support	8	No
Glassdoor	Chloe Lima	clima@indeed.com	10	No
Indeed	Brian Brasil	bbrasil@indeed.com	340	No
Internal Candidate	arodgers@maxxsouth.com	arodgers@maxxsouth.com	2	No
Job Fair	See longer term initiatives below	arodgers@maxxsouth.com	1	No
LinkedIn	John Milton	jomilton@linkedin.com	4	No
Not Indicated by Candidate	NA	NA	4	No
Other	NA	NA	20	No
Referral	NA	NA	19	No
Walk In	NA	NA	5	No
Television Ad	arodgers@maxxsouth.com	arodgers@maxxsouth.com	1	No
The Source/Mississippi Works	Jaime Gritter	jgritter@mdes.ms.gov	2	No
Cable360	Unknown - candidate must have listed accidentally	Unknown	1	No

Longer Term Recruiting Initiatives

Date	Initiative	Description	Scope of Involvement	Personnel Involved
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	East Central Mississippi Human Resource Association Society for Human Resources Management	Organization dedicated to continuous education for Human Resources professionals on topics such as recruitment, diversity and inclusion, employee relations and satisfaction, ethical practices, employee training and development, and labor law.	President	Ashley Rodgers
10/25/2022	On-Site Hiring Event	On-Site Hiring Event hosted at Starkville, MS retail store	Starkville community	Ashley Rodgers, Brandi Tanner, Danny Jones, Richard McCain, Tom Bailey & Daniel Brandon
10/26/2022	On-Site Hiring Event	On-Site Hiring Event hosted at Amory, MS retail store	Amory community	Ashley Rodgers, Brandi Tanner, Richard McCain, John Wardlaw & Daniel Brandon
10/27/2022	On-Site Hiring Event	On-Site Hiring Event hosted at Booneville, MS retail store	Booneville and Ripley communities	Ashley Rodgers, Brandi Tanner, Richard McCain, Shawn Kelley, Karen Mowery & Daniel Brandon
10/28/2022	On-Site Hiring Event	On-Site Hiring Event hosted at Oxford, MS retail store	Oxford community	Ashley Rodgers, Brandi Tanner, Richard McCain, Corey Taylor & Daniel Brandon
1/31/2023	Off-Site Job Fair	Nettleton-Monroe County Job Fair 2023 hosted at First United Methodist Church in Nettleton, MS	Communities within Nettleton and Monroe county (Amory, MS)	Ashley Rodgers
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