

**Buckeye Cablevision - Lucas County  
FCC Annual Employment Report (09/1/2015-08/31/2016)**

Full-Time Positions	Hire Date	Recruitment Sources Used	Recruitment Sources of Individual Hired	Total Number of Interviewees
Account Executive - MDU	10/19/2015	1,2,3,5,7,8,14	Website	3
Account Executive - MDU	10/19/2015	1,2,3,5,7,8,14	Website	3
Account Executive - MDU	10/19/2015	1,2,3,5,7,8,14	Internal Transfer	3
Account Executive - MDU	10/19/2015	1,2,3,5,7,8,14	Sandusky Register	3
Account Executive - MDU	11/2/2015	1,2,3,5,7,8,14	Monster	3
Account Executive - MDU	1/4/2016	1,2,3,5,7,9,13,15	Internal Transfer	4
Accounting Assistant	9/8/2015	2,3,4,8	Referral	10
Accounting Assistant	9/8/2015	1,2	Toledo Blade	1
Accounting Assistant	5/16/2016	1,2	Website	5
Accounting Clerk	4/25/2016	2,6	temp agency	1
Ad Research & Data Analyst	6/27/2016	1,2,5,7,14,15,18,30,38	Monster	5
Ad Sales Promotions Specialist	10/19/2015	1,2,5	Internal Transfer	2
Banking & Research Specialist	5/23/2016	2,5	Internal Transfer	5
BCSN Anchor Reporter	3/21/2016	1,2,13,14,15,25	Monster	2
BCSN Anchor/Reporter	1/11/2016	1,2,7,10,13,14	Monster	2
BCSN Production Specialist	3/21/2016	2,4	Referral	1
Brainiac - Tier 4 (Field Technician)	7/24/2016	2,5	Internal Transfer	1
Brainiac - Tier 4 (Field Technician)	7/24/2016	2,5	Internal Transfer	1
Brainiac - Tier 4 (Field Technician)	7/24/2016	2,5	Internal Transfer	1
Brainiac - Tier 4 (Field Technician)	7/24/2016	2,5	Internal Transfer	1
Brainiac - Tier 4 (Field Technician)	7/24/2016	2,5	Internal Transfer	2
Brainiac - Tier 4 (Field Technician)	7/24/2016	2,5	Internal Transfer	1
Broadband Experience Consultant	5/16/2016	1,2,4,5,7	Referral	1
Broadband Experience Consultant	5/16/2016	1,2,5,7	Toledo Blade	1
Broadband Experience Consultant	6/7/2016	1,2,5,7	Internal Transfer	1
Business Data Analyst	5/2/2016	2,3,4	Referral	3
Customer Account Specialist	4/18/2016	2,5	Internal Transfer	6
Customer Relations Specialist	9/15/2015	1,2,4,7,13,30	Referral	2
Customer Relations Specialist	9/18/2015	1,2,4,7,13,30	Referral	2
Customer Relations Specialist	9/18/2015	1,2,4,7,13,30	Website	2
Customer Relations Specialist	10/5/2015	1,2,3,4,7	Referral	2
Customer Relations Specialist	10/5/2015	1,2,3,7	Website	2
Customer Relations Specialist	10/5/2015	1,2,3,7	Website	2
Customer Relations Specialist	10/5/2015	1,2,4,7,13,30	Referral	2
Customer Relations Specialist	10/5/2015	1,2,7,13,30	Website	2
Customer Relations Specialist	10/5/2015	1,2,7,13,30	Website	1
Customer Relations Specialist	10/5/2015	1,2,7,13,30	Toledo Blade	1
Customer Relations Specialist	10/19/2015	1,2,4,7,10,13,14,30	Referral	2
Customer Relations Specialist	11/9/2015	1,2,7,9,10,13,14,30,38	Website	2
Customer Relations Specialist	11/9/2015	1,2,7,9,10,13,14,30,38	Website	2
Customer Relations Specialist	11/9/2015	1,2,7,9,10,13,14,30,38	Monster	3
Customer Relations Specialist	11/9/2015	1,2,7,9,10,13,14,30,38	Website	3
Customer Relations Specialist	11/9/2015	1,2,7,9,10,13,14,30,38	Website	3
Customer Relations Specialist	11/9/2015	1,2,7,9,10,13,14,30,38	Referral	2
Customer Relations Specialist	11/9/2015	1,2,7,9,10,13,14,30,38	Website	2
Customer Relations Specialist	11/9/2015	1,2,7,9,10,13,14,30,38	Website	2
Customer Relations Specialist	11/9/2015	1,2,7,9,10,11,13,14,30,38	Television Ad	2
Customer Relations Specialist	11/19/2015	1,2,4,7,9,10,13,14,30,38	Referral	3
Customer Relations Specialist	11/19/2015	1,2,7,9,10,13,14,30,38	Website	2
Customer Relations Specialist	11/19/2015	1,2,7,9,10,13,14,30,38	Job Fair	2
Customer Relations Specialist	11/19/2015	1,2,7,9,10,13,14,30,38	Website	3
Customer Relations Specialist	11/19/2015	1,2,7,9,10,13,14,30,38	Website	3
Customer Relations Specialist	12/28/2015	1,2,7,13,15	Website	3
Customer Relations Specialist	12/28/2015	1,2,4,7,13,15	Referral	3
Customer Relations Specialist	12/28/2015	1,2,4,7,13,15	Referral	3
Customer Relations Specialist	12/28/2015	1,2,7,13,15	Website	3
Customer Relations Specialist	12/28/2015	1,2,7,13,15	Website	2
Customer Relations Specialist	1/25/2016	1,2,7,13,30	Job Fair	3
Customer Relations Specialist	4/25/2016	1,2,7,13,30	Website	3
Customer Relations Specialist	4/25/2016	1,2,4,7,13,30	Referral	6
Customer Relations Specialist	4/25/2016	1,2,7,13,30	Website	2
Customer Relations Specialist	4/25/2016	1,2,7,13,30	Website	4
Customer Relations Specialist	4/25/2016	1,2,4,7,13,30	Referral	7
Customer Relations Specialist	4/25/2016	1,2,7,13,30	Website	14
Customer Relations Specialist	5/18/2016	1,2,7,13,30	Website	2
Customer Relations Specialist	5/18/2016	1,2,7,13,30	Website	2
Customer Relations Specialist	5/18/2016	1,2,7,13,30	website	2
Customer Relations Specialist	5/18/2016	1,2,7,13,30	Toledo Blade	2
Customer Relations Specialist	5/18/2016	1,2,7,13,30	Website	4
Customer Relations Specialist	5/19/2016	1,2,7,13,30	Toledo Blade	4
Customer Relations Specialist	8/8/2016	1,2,7,13	Website	4
Digital Marketing Specialist	12/6/2015	2,5	Internal Transfer	1
Director, Call Center Operations	9/30/2015	2,4	Referral	1
Director, Retail Sales & Support Operations	1/3/2016	2,5	Internal Transfer	1
Director, Technical Operations	5/1/2016	2,4	Referral	1
Executive Vice President, Customer Experience	9/28/2015	2,4	Referral	1
Financial Business Analyst	11/30/2015	1,2,23	Robert Half	1
General Manager - BCSN	2/1/2016	1,2,5,7,13,14	LinkedIn	5
Graphic & Internet Specialist	12/8/2015	1,2,4,7,9,13,14,15	Referral	2
HR Coordinator	5/2/2016	2,4	Referral	1
Hub Technician	11/12/2015	2,5,36	Internal Transfer	1
Hub Technician	7/29/2016	2,5,36	Internal Transfer	1
Human Resources Generalist	10/26/2015	1,2,7,13,15,28	LinkedIn	9
Human Resources Representative	2/1/2016	1,2,5,7,13,14,38	Website	25
Lead Accounting Assistant	4/17/2016	2,5	Internal Transfer	1
Lead Broadband Experience Consultant	6/2/2016	2,5	Internal Transfer	1
Lead Broadband Experience Consultant	6/2/2016	2,5	Internal Transfer	1
Lead Editor and Videographer	6/1/2016	2,5	Internal Transfer	1
Lead MDU Support Specialist	9/15/2015	2,5	Internal Transfer	1
Line Technician	12/6/2015	2,5	Internal Transfer	1
Line Technician	1/10/2016	2,5	Internal Transfer	1
Line Technician	1/10/2016	2,5	Internal Transfer	1
Line Technician	1/10/2016	2,5	Internal Transfer	1
Line Technician	1/10/2016	2,5	Internal Transfer	1
Line Technician	1/10/2016	2,5	Internal Transfer	1
Line Technician	1/10/2016	2,5	Internal Transfer	1
Line Technician	1/17/2016	2,5	Internal Transfer	1
Lobby Specialist	10/5/2015	1,2,4,5,7,9	Referral	3

Total Number of Interviewees per Recruitment Source		
Source #	Description	Total
1	Toledo Blade	20
2	Buckeye CableSystem Website	206
3	Monster.com - Diverse	22
4	Employee Referral	60
5	Internal Posting/Employee Transfer	122
6	Former Intern or Temp Employee	-
7	Facebook	5
8	LinkedIn	26
9	Craigslist	-
10	The Source/Ohio Means Jobs	-
11	Television Advertisement	9
12	Terra Community College	-
13	B.G.S.U. Career Services	1
14	U.T. Career Services	3
15	Owens Community College	5
16	ITT Technical Institute	-
17	Davis College	-
18	Reach Hire	-
19	Ohio School for Broadcasting	-
20	Current Contractor	-
21	La Prensa	-
22	Toledo Journal	-
23	Various Temporary/Placement Services	1
24	Renhill Staffing Services	-
25	TV Jobs	-
26	Ohio Cable Telecommunications Association (OCTA)	-
27	Cable 360	-
28	Northwest Ohio Human Resource Association	-
29	AnnArbor.com	-
30	Job Fair - Hosted by Buckeye CableSystem	4
31	CableFax	-
32	Detroit News	-
33	The Columbus Dispatch	-
34	University of Michigan Career Resources	-
35	DICE	-
36	CABL.COM	-
37	Media Recruiter	-
38	Glassdoor	-

Lobby Specialist	11/22/2015	2,5,7,9	Internal Transfer	2
Lobby Specialist	4/4/2016	1,2,5,7	Website	1
Lobby Specialist	4/25/2016	1,2,5,7	Website	1
Lobby Specialist	5/16/2016	1,2,5,7	Website	1
Manager, Accounting	8/29/2016	2,4,5,7,8,18	Referral	7
Manager, Business Development (MDU)	5/1/2016	2,5	Internal Transfer	1
Manager, Business Development (SPB)	4/3/2016	2,5	Internal Transfer	1
Manager, Customer Relations	11/16/2015	1,2,5,7,8	Internal Transfer	8
Manager, Indirect Retail Sales	3/14/2016	1,2,4,5,7,8,13,14,15	Referral	5
Manager, Retail Sales	2/29/2016	1,2,5,7,13,14,15	linkedin	6
Manager, Sales Operations	4/4/2016	1,2,5,7,8,13,14,15,38	website	3
Marketing Specialist	4/18/2016	1,2,5,7,13,14,15	Internal Transfer	5
Operations Support Specialist	5/16/2016	2,5	Internal Transfer	3
Product Development Specialist	2/21/2016	1,2,5,7,13	Internal Transfer	5
Production & Promotions Assistant	10/16/2015	2,4	Referral	2
Production Specialist	12/7/2015	1,2,4,7,13	Referral	1
Quality Control Inspector	5/16/2016	1,2,5,7,15,36,38	Internal Transfer	1
Sales & Operations Analyst	12/14/2015	1,2,7,9,13,14,15,38	Website	1
Sales & Operations Support Specialist	11/2/2015	2,5	Internal Transfer	1
Sales & Operations Support Specialist	12/6/2015	2,5	Internal Transfer	4
Sales Support Specialist	4/24/2016	2,5	Internal Transfer	3
Service Technician	9/14/2015	1,2,3,6,7,11,	Website	18
Service Technician	11/1/2015	1,2,3,6,7,9,11,21	Intern	6
Service Technician	12/21/2015	1,2,3,6,7,9,11,15	Website	2
Service Technician	7/11/2016	2	Website	10
Service Technician	7/18/2016	1,2,4	Referral	10
Supervisor, Creative Marketing	2/7/2016	2,5	Internal Transfer	1
Supervisor, Customer Relations	1/25/2016	1,2,5	Internal Transfer	2
Supervisor, Customer Relations	3/6/2016	2,5	Internal Transfer	1
Supervisor, Customer Relations	9/3/2016	2,5	Internal Transfer	4
Supervisor, Customer Relations	9/3/2016	2,5	Internal Transfer	4
Supervisor, Customer Relations Training	3/6/2016	2,5	Internal Transfer	1
Supervisor, Digital Markeing	4/4/2016	2,5	Internal Transfer	1
Supervisor, Marketing	2/7/2016	2,5	Internal Transfer	1
Supervisor, MDU Support	3/9/2016	2,5	Internal Transfer	1
Supervisor, Premise Support	11/29/2015	1,2,5	Internal Transfer	5
Supervisor, Retail Sales	11/17/2015	1,2,5,7,14,15	Internal Transfer	9
Supervisor, Retail Sales	2/7/2016	2,5,7,13,14	Internal Transfer	1
Supervisor, Retail Sales	4/18/2016	1,2,5,7,13	Internal Transfer	10
Supervisor, Retail Sales	5/16/2016	2,4,5	Referral	1
Supervisor, Technical Support	5/29/2016	2,5	Internal Transfer	2
Supervisor, Technical Support Training	5/1/2016	2,5	Internal Transfer	6
Supervisor, Technology Development	10/5/2015	2,5	Internal Transfer	5
Technical Support Specialist	9/6/2015	1,2,5,7	Internal Transfer	4
Technical Support Specialist	11/19/2015	1,2,4,7,9,13,14,15,16,38	Referral	2
Technical Support Specialist	11/19/2015	1,2,4,7,9,13,14,15,16,38	Referral	2
Technical Support Specialist	11/19/2015	1,2,7,9,13,14,15,16,38	Owens	1
Technical Support Specialist	11/19/2015	1,2,7,9,13,14,15,16,38	Website	1
Technical Support Specialist	12/6/2015	1,2,5,7,9,13,14,15,38	Internal Transfer	2
Technical Support Specialist	12/28/2015	1,2,4,7,9,13	Referral	1
Technical Support Specialist	12/28/2015	1,2,7,9,11,13	Television Ad	1
Technical Support Specialist	1/25/2016	1,2,5,7,13	Website	1
Technical Support Specialist	1/25/2016	1,2,5,7,13	Monster	1
Technical Support Specialist	2/1/2016	1,2,7,13	Website	1
Technical Support Specialist	2/22/2016	1,2,7,9,13	Website	3
Technical Support Specialist	2/22/2016	1,2,7,9,13	website	1
Technical Support Specialist	2/22/2016	1,2,7,9,11,13	Television Ad	2
Technical Support Specialist	2/22/2016	1,2,7,9,11,13	Television Ad	1
Technical Support Specialist	2/22/2016	1,2,7,9,13	Website	1
Technical Support Specialist	2/22/2016	1,2,4,7,9,13	Referral	1
Technical Support Specialist	3/14/2016	1,2,7,13,15,30	Job Fair	1
Technical Support Specialist	3/14/2016	1,2,4,7,13,15,30	Referral	2
Technical Support Specialist	3/14/2016	1,2,7,13,15,30	website	3
Technical Support Specialist	3/14/2016	1,2,4,7,13,15,30	Referral	2
Technical Support Specialist	3/14/2016	1,2,7,13,15,30	website	2
Technical Support Specialist	5/2/2016	1,2,5,7,13	Website	2
Technical Support Specialist	5/2/2016	1,2,5,7,13	Monster	2
Technical Support Specialist	5/2/2016	1,2,5,7,13	Website	2
Technical Support Specialist	5/2/2016	1,2,5,7,13	Website	2
Technical Support Specialist	7/19/2016	1,2,13	Monster	2
Technical Support Specialist	8/8/2016	1,2,13	Website	1
Technical Support Specialist	8/8/2016	1,2,13	Website	1
Technical Support Specialist	8/8/2016	1,2,13,30	Job Fair	1
Technical Support Specialist	8/8/2016	1,2,13	website	1
Technical Support Specialist Tier 2	1/3/2016	2,5	Internal Transfer	1
Technical Support Specialist Tier 2	1/17/2016	2,5	Internal Transfer	6
Technical Support Specialist Tier 2	5/22/2016	2,5	Internal Transfer	1