



| Layer3 TV Interviews and Hires by Source, from 7/1/2016 to 9/30/2017 | #Interview | Offer Accepted |
|--|------------|----------------|
| Total Interviewees and Acceptances | 596 | 96 |
| Title: Account Manager (Multi-Dwelling Unit DC) Source Type: Career Site Source: | 2 | 0 |
| Title: Account Manager (Multi-Dwelling Unit DC) Source Type: Job Board Source: Indeed | 3 | 1 |
| Title: Accounts Payable Associate Source Type: Career Site Source: | 1 | 0 |
| Title: Accounts Payable Associate Source Type: Job Board Source: BuiltInColorado | 4 | 1 |
| Title: Accounts Payable Associate Source Type: Job Board Source: Indeed | 12 | 0 |
| Title: Accounts Payable Lead Source Type: Career Site Source: | 2 | 0 |
| Title: Accounts Payable Lead Source Type: Job Board Source: Indeed | 2 | 1 |
| Title: Accounts Payable Lead Source Type: Recruiter Source: Isabel Tierney | 1 | 0 |
| Title: Advertisement Engineer Source Type: Job Board Source: Indeed | 1 | 0 |
| Title: Advertisement Engineer Source Type: Job Board Source: StartWire | 2 | 1 |
| Title: Affiliate Marketing Coordinator Source Type: Career Site Source: | 4 | 0 |
| Title: Affiliate Marketing Coordinator Source Type: Job Board Source: Indeed | 7 | 1 |
| Title: Business Operations Analyst Source Type: Job Board Source: linkedIn | 6 | 1 |



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|---|---|---|
| Title: Business Operations Manager Source Type: Employee Source: Matthew Toler | 0 | 1 |
| Title: Creative Director Source Type: Career Site Source: | 3 | 0 |
| Title: Creative Director Source Type: Job Board Source: glassdoor | 3 | 1 |
| Title: Creative Director Source Type: Job Board Source: Indeed | 3 | 0 |
| Title: Customer Care Concierge (FT 4/10) Source Type: Career Site Source: | 6 | 0 |
| Title: Customer Care Concierge (FT 4/10) Source Type: Employee Source: Marisol Betancourt | 1 | 0 |
| Title: Customer Care Concierge (FT 4/10) Source Type: Job Board Source: BuiltInColorado | 5 | 0 |
| Title: Customer Care Concierge (FT 4/10) Source Type: Job Board Source: Indeed | 9 | 0 |
| Title: Customer Care Concierge (Tier 2) Source Type: Career Site Source: | 5 | 1 |
| Title: Customer Care Concierge (Tier 2) Source Type: Career Site Source: | 4 | 2 |
| Title: Customer Care Concierge (Tier 2) Source Type: Career Site Source: layer3tv - Mobile | 3 | 0 |
| Title: Customer Care Concierge (Tier 2) Source Type: Job Board Source: BuiltInColorado | 8 | 1 |
| Title: Customer Care Concierge (Tier 2) Source Type: Job Board Source: Indeed | 2 | 0 |
| Title: Customer Care Concierge (Tier 2) Source Type: Job Board Source: Indeed | 4 | 0 |



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|---|---|---|
| Title: Development Engineer Source Type: Career Site Source: | 2 | 1 |
| Title: Development Engineer Source Type: Career Site Source: layer3tv - Mobile | 1 | 0 |
| Title: Development Engineer Source Type: Job Board Source: BuiltInColorado | 1 | 0 |
| Title: Development Engineer Source Type: Job Board Source: Indeed | 1 | 0 |
| | | |
| Title: Director of Field Operations (Denver) Source Type: Career Site Source: | 3 | 0 |
| Title: Director of Field Operations (Denver) Source Type: Job Board Source: glassdoor | 1 | 0 |
| Title: Director of Field Operations (Denver) Source Type: Job Board Source: Indeed | 2 | 1 |
| | | |
| Title: Director, Customer Care Source Type: Career Site Source: | 1 | 0 |
| Title: Director, Customer Care Source Type: Job Board Source: Indeed | 3 | 1 |
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| Title: Embedded Engineer Source Type: Career Site Source: | 7 | 1 |
| Title: Embedded Engineer Source Type: Career Site Source: | 4 | 2 |
| Title: Embedded Engineer Source Type: Career Site Source: | 0 | 0 |
| Title: Embedded Engineer Source Type: Job Board Source: Indeed | 9 | 0 |
| Title: Embedded Engineer Source Type: Job Board Source: Indeed | 9 | 0 |
| Title: Embedded Engineer Source Type: Job Board Source: linkedIn | 3 | 0 |



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| Title: Embedded Engineer Source Type: Job Board Source: linkedIn | 2 | 0 |
| Title: Inside Sales Representative Source Type: Career Site Source: | 4 | 2 |
| Title: Inside Sales Representative Source Type: Employee Source: Ashleigh Sharpe | 1 | 0 |
| Title: Inside Sales Representative Source Type: Employee Source: James Dale | 2 | 1 |
| Title: Inside Sales Representative Source Type: Employee Source: Katherine Heese | 2 | 1 |
| Title: Inside Sales Representative Source Type: Job Board Source: Indeed | 4 | 2 |
| Title: Inside Sales Representative Source Type: Recruiter Source: Dana Monroe | 4 | 2 |
| Title: Installation Supervisor Source Type: Recruiter Source: Isabel Tierney | 2 | 1 |
| Title: Installation Technician (Dallas) Source Type: Job Board Source: Indeed | 9 | 1 |
| Title: Installation Technician (DC Area) Source Type: Career Site Source: | 2 | 0 |
| Title: Installation Technician (DC Area) Source Type: Career Site Source: layer3tv - Mobile | 2 | 1 |
| Title: Installation Technician (DC Area) Source Type: Job Board Source: Indeed | 2 | 0 |
| Title: Installation Technician (DC Area) Source Type: Job Board Source: linkedIn | 0 | 0 |
| Title: Installation Technician (LA) Source Type: Job Board Source: Indeed | 12 | 2 |



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| Title: Installation Technician Source Type: Career Site Source: | 20 | 0 |
| Title: Installation Technician Source Type: Career Site Source: | 10 | 1 |
| Title: Installation Technician Source Type: Career Site Source: | 3 | 0 |
| Title: Installation Technician Source Type: Career Site Source: layer3tv - Mobile | 6 | 1 |
| Title: Installation Technician Source Type: Career Site Source: layer3tv - Mobile | 2 | 0 |
| Title: Installation Technician Source Type: Job Board Source: BuiltInColorado | 2 | 0 |
| Title: Installation Technician Source Type: Job Board Source: BuiltInColorado | 1 | 0 |
| Title: Installation Technician Source Type: Job Board Source: Indeed | 8 | 1 |
| Title: Installation Technician Source Type: Job Board Source: Indeed | 2 | 1 |
| Title: Installation Technician Source Type: Job Board Source: Indeed | 1 | 0 |
| Title: Installation Technician Source Type: Job Board Source: linkedIn | 2 | 0 |
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| Title: Junior Designer Source Type: Job Board Source: Indeed | 2 | 1 |
| | | |
| Title: Junior Network Engineer Source Type: Career Site Source: | 2 | 1 |
| | | |
| Title: Loyalty Associate Source Type: Job Board Source: BuiltInColorado | 4 | 0 |
| Title: Loyalty Associate Source Type: Job Board Source: linkedIn | 1 | 0 |



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| Title: Loyalty Manager (Retention & Sales) Source Type: Career Site Source: | 2 | 0 |
| Title: Loyalty Manager (Retention & Sales) Source Type: Employee Source: Isabel Tierney | 2 | 1 |
| Title: Loyalty Manager (Retention & Sales) Source Type: Job Board Source: BuiltInColorado | 4 | 0 |
| Title: Loyalty Manager (Retention & Sales) Source Type: Job Board Source: Indeed | 2 | 0 |
| Title: Loyalty Manager (Retention & Sales) Source Type: Job Board Source: linkedIn | 3 | 0 |
| Title: Loyalty Manager (Retention & Sales) Source Type: Recruiter Source: Dana Monroe | 1 | 1 |
| Title: Manager of Field Installation (Chicago) Source Type: Career Site Source: | 1 | 0 |
| Title: Manager of Field Installation (Chicago) Source Type: Job Board Source: Indeed | 2 | 1 |
| Title: Manager of Field Installation (Chicago) Source Type: Job Board Source: linkedIn | 1 | 0 |
| Title: Manager of Field Installation (Dallas) Source Type: Job Board Source: glassdoor | 1 | 0 |
| Title: Manager of Field Installation (Dallas) Source Type: Job Board Source: Indeed | 4 | 1 |
| Title: Manager of Field Installation (Dallas) Source Type: Job Board Source: StartWire | 1 | 0 |
| Title: Manager of Field Installation (Denver) Source Type: Career Site Source: | 3 | 1 |
| Title: Manager of Field Installation (Los Angeles) Source Type: Job Board Source: Indeed | 3 | 1 |



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| Title: Marketing Data Analyst Source Type: Career Site Source: | 9 | 0 |
| Title: Marketing Data Analyst Source Type: Employee Source: Isabel Tierney | 1 | 0 |
| Title: Marketing Data Analyst Source Type: Job Board Source: BuiltInColorado | 10 | 0 |
| Title: Marketing Data Analyst Source Type: Job Board Source: glassdoor | 1 | 0 |
| Title: Marketing Data Analyst Source Type: Job Board Source: Indeed | 10 | 1 |
| Title: NOC Manager Source Type: Career Site Source: | 0 | 1 |
| Title: NOC Technician 1 Source Type: Career Site Source: | 3 | 0 |
| Title: NOC Technician 1 Source Type: Job Board Source: Indeed | 11 | 1 |
| Title: NOC Technician 1 Source Type: Job Board Source: Indeed | 4 | 1 |
| Title: NOC Technician II Source Type: Career Site Source: | 0 | 1 |
| Title: Product Manager Source Type: Career Site Source: | 2 | 0 |
| Title: Product Manager Source Type: Job Board Source: Indeed | 4 | 0 |
| Title: Product Manager Source Type: Job Board Source: linkedIn | 13 | 1 |
| Title: Product Quality Assurance Tester Source Type: Job Board Source: Indeed | 2 | 1 |



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| Title: Quality Engineer Embedded Source Type: Career Site Source: | 2 | 1 |
| Title: Retail Sales Manager (DC Metro) Source Type: Career Site Source: | 4 | 0 |
| Title: Retail Sales Manager (DC Metro) Source Type: Career Site Source: | 1 | 0 |
| Title: Retail Sales Manager (DC Metro) Source Type: Career Site Source: layer3tv - Mobile | 2 | 0 |
| Title: Retail Sales Manager (DC Metro) Source Type: Job Board Source: Indeed | 4 | 0 |
| Title: Retail Sales Manager (Fashion Outlets) Source Type: Recruiter Source: Dana Monroe | 0 | 1 |
| Title: Retail Sales Representative (Fox Valley) Source Type: Career Site Source: | 0 | 2 |
| Title: Retail Sales Representative (Fox Valley) Source Type: Career Site Source: layer3tv - Mobile | 0 | 1 |
| Title: Retail Sales Representative (Northbrook) Source Type: Job Board Source: Indeed | 1 | 0 |
| Title: Retail Sales Representative (Northbrook) Source Type: Recruiter Source: Dana Monroe | 2 | 1 |
| Title: Retail Sales Representative (Pentagon City) Source Type: Recruiter Source: Dana Monroe | 2 | 1 |
| Title: Retail Sales Representative (Pentagon City) Source Type: Recruiter Source: Dana Monroe | 2 | 1 |
| Title: Retail Sales Representative (Tysons Corner) Source Type: Recruiter Source: Dana Monroe | 4 | 1 |



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| Title: Retail Sales Representative (Westfield Montgomery) Source Type: Recruiter Source: Dana Monroe | 2 | 1 |
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| Title: Retail Sales Representative (Woodfield) Source Type: Employee Source: Art Kozak | 1 | 0 |
| Title: Retail Sales Representative (Woodfield) Source Type: Job Board Source: Indeed | 2 | 0 |
| Title: Retail Sales Representative (Woodfield) Source Type: Recruiter Source: Dana Monroe | 2 | 1 |
| Title: Retail Sales Representative (Woodfield) Source Type: Recruiter Source: Dana Monroe | 0 | 1 |
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| Title: Sales Concierge (Inside Sales) Source Type: Career Site Source: | 8 | 1 |
| Title: Sales Concierge (Inside Sales) Source Type: Career Site Source: | 2 | 1 |
| Title: Sales Concierge (Inside Sales) Source Type: Career Site Source: layer3tv - Mobile | 1 | 0 |
| Title: Sales Concierge (Inside Sales) Source Type: Career Site Source: layer3tv - Mobile | 2 | 0 |
| Title: Sales Concierge (Inside Sales) Source Type: Employee Source: Corrinne Willis | 2 | 1 |
| Title: Sales Concierge (Inside Sales) Source Type: Employee Source: Donovan Smith | 1 | 0 |
| Title: Sales Concierge (Inside Sales) Source Type: Job Board Source: BuiltInColorado | 7 | 0 |
| Title: Sales Concierge (Inside Sales) Source Type: Job Board Source: BuiltInColorado | 4 | 0 |
| Title: Sales Concierge (Inside Sales) Source Type: Job Board Source: BuiltInColorado | 3 | 0 |
| Title: Sales Concierge (Inside Sales) Source Type: Job Board Source: Indeed | 2 | 0 |



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| Title: Sales Concierge (Inside Sales) Source Type: Job Board Source: Indeed | 3 | 1 |
| Title: Sales Concierge (Inside Sales) Source Type: Job Board Source: Indeed | 2 | 0 |
| Title: Sales Concierge (Inside Sales) Source Type: Job Board Source: Indeed | 1 | 0 |
| Title: Sales Concierge (Inside Sales) Source Type: Recruiter Source: Dana Monroe | 1 | 1 |
| Title: Sales Concierge (Inside Sales) Source Type: Recruiter Source: Dana Monroe | 0 | 1 |
| Title: Sales Concierge (Retail Sales Tysons Corner) Source Type: Recruiter Source: Dana Monroe | 2 | 1 |
| Title: Sales Concierge (Retail Sales Westfield) Source Type: Career Site Source: | 2 | 1 |
| Title: Sales Coordinator (Denver) Source Type: Internal Source: | 1 | 1 |
| Title: Sales Director (Call Center) Source Type: Career Site Source: | 3 | 0 |
| Title: Sales Director (Call Center) Source Type: Job Board Source: Indeed | 5 | 0 |
| Title: Sales Director (Call Center) Source Type: Job Board Source: linkedIn | 12 | 1 |
| Title: Sales Director (Chicago) Source Type: Career Site Source: | 2 | 0 |
| Title: Sales Director (Chicago) Source Type: Career Site Source: layer3tv - Mobile | 1 | 1 |
| Title: Sales Director (Chicago) Source Type: Job Board Source: linkedIn | 4 | 0 |



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| Title: Sales Director (DC) Source Type: Job Board Source: linkedIn | 5 | 1 |
| | | |
| Title: Sales Representative (Chicago) Source Type: Career Site Source: | 17 | 0 |
| Title: Sales Representative (Chicago) Source Type: Career Site Source: layer3tv - Mobile | 7 | 0 |
| Title: Sales Representative (Chicago) Source Type: Job Board Source: Built in Chi | 2 | 0 |
| Title: Sales Representative (Chicago) Source Type: Job Board Source: Craigslist | 4 | 0 |
| Title: Sales Representative (Chicago) Source Type: Job Board Source: Indeed | 4 | 0 |
| Title: Sales Representative (Chicago) Source Type: Job Board Source: linkedIn | 1 | 0 |
| Title: Sales Representative (Chicago) Source Type: Recruiter Source: Dana Monroe | 4 | 0 |
| | | |
| Title: Sales Representative (Pentagon City) Source Type: Career Site Source: | 4 | 2 |
| Title: Sales Representative (Pentagon City) Source Type: Job Board Source: Craigslist | 6 | 1 |
| Title: Sales Representative (Pentagon City) Source Type: Recruiter Source: Dana Monroe | 1 | 0 |
| | | |
| Title: Sales Representative (Tysons Corner) Source Type: Job Board Source: glassdoor | 2 | 0 |
| Title: Sales Representative (Tysons Corner) Source Type: Recruiter Source: Dana Monroe | 10 | 3 |
| Title: Sales Representative (Tysons Corner) Source Type: Recruiter Source: Dana Monroe | 2 | 1 |
| Title: Sales Representative (Tysons Corner) Source Type: Recruiter Source: Dana Monroe | 2 | 1 |



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| Title: Sales Representative (Westfield Montgomery) Source Type: Career Site Source: | 2 | 0 |
| Title: Sales Representative (Westfield Montgomery) Source Type: Job Board Source: linkedIn | 3 | 1 |
| Title: Sales Representative (Westfield Montgomery) Source Type: Recruiter Source: Dana Monroe | 4 | 1 |
| Title: Sales Trainer (Denver) Source Type: Career Site Source: | 2 | 1 |
| Title: Sales Trainer (Denver) Source Type: Career Site Source: layer3tv - Mobile | 3 | 0 |
| Title: Senior Accountant Source Type: Agency Source: Nathan Zimmerman | 2 | 1 |
| Title: Senior Designer / Associate Creative Director Source Type: Career Site Source: | 1 | 0 |
| Title: Senior Designer / Associate Creative Director Source Type: Job Board Source: BuiltInColorado | 2 | 0 |
| Title: Senior Designer / Associate Creative Director Source Type: Job Board Source: glassdoor | 5 | 1 |
| Title: Senior Designer / Associate Creative Director Source Type: Job Board Source: Indeed | 2 | 0 |
| Title: Senior Software Engineer Source Type: Career Site Source: | 2 | 1 |
| Title: Senior Software Engineer Source Type: Job Board Source: BuiltInColorado | 1 | 0 |
| Title: Senior UX Engineer Source Type: Career Site Source: | 2 | 1 |
| Title: Senior UX Engineer Source Type: Job Board Source: Indeed | 1 | 0 |



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| Title: Tier 2 Customer Care Representative Source Type: Career Site Source: | 2 | 0 |
| Title: Tier 2 Customer Care Representative Source Type: Employee Source: Ashleigh Sharpe | 2 | 1 |
| Title: Tier 2 Customer Care Representative Source Type: Job Board Source: Indeed | 3 | 0 |
| Title: Vice President, Engineering Source Type: Career Site Source: | 6 | 1 |
| Title: Vice President, Engineering Source Type: Job Board Source: glassdoor | 1 | 0 |
| Title: Vice President, Engineering Source Type: Job Board Source: Indeed | 5 | 0 |
| Title: Vice President, Regional Sales Source Type: Recruiter Source: Isabel Tierney | 2 | 1 |
| Title: Warehouse Lead (DC) Source Type: Career Site Source: | 2 | 1 |
| Title: Warehouse Lead Source Type: Job Board Source: Indeed | 2 | 1 |
| Title: Warehouse Operations Manager (Chicago) Source Type: Job Board Source: Indeed | 0 | 1 |
| Title: Warehouse Operations Manager (DC) Source Type: Job Board Source: Indeed | 2 | 1 |

Layer3 TV Recruitment Sources, from 7/1

| Job Board | Type | Website | Phone |
|-------------------------------|--------------------|---|--------------|
| Kerrie Trimm | External Recruiter | www.theashgroup.com | 303-260-6478 |
| Matt Ammon | External Recruiter | http://www.prosum.com | 720 612 6116 |
| Nathan Zimmerman | External Recruiter | http://highcountrysearch.com | 720.227.0314 |
| AddThis | Website | http://www.addthis.com/careers | 703-677-3999 |
| AHJobsList | Website | https://andrewhudsonsjobslist.com | 720-350-4329 |
| Built_in_Chi | Website | http://www.builtinchicago.org | 920-371-7408 |
| Built_in_Colorado | Website | http://www.builtincolorado.com | 920-371-7408 |
| Cablefax | Website | http://www.cablefax.com | 212-621-4900 |
| ChicagoTribune | Website | http://www.chicagotribune.com | 708-567-2651 |
| Craigslist | Website | https://craigslist.org | 800-664-0633 |
| DCJOBWONK | Website | https://www.jobwonk.com/jobs | N/A |
| facebook_app | Website | https://www.facebook.com | N/A |
| glassdoor | Website | https://www.glassdoor.com/index.htm | 312-734-1677 |
| handshake_UC Denver | Website | https://passport.ucdenver.edu/login.php | 303-315 7319 |
| Handshake_UniversityofChicago | Website | https://uchicago.joinhandshake.com/login | 773-702-7040 |
| Indeed | Website | https://www.indeed.com | N/A |
| Lewslist | Website | https://sites.google.com/site/lewslist/ | N/A |
| linkedIn | Website | https://www.linkedin.com/feed/ | 212-615-9223 |
| StartWire | Website | https://www.startwire.com/_/ | 800-572-9470 |



| /2016 to 9/30/2017 | |
|--|-------------------------------|
| Address | Email |
| 600 17th Street Suite 2800 South Denver, CO 80202 | ktrimm@theashgroup.com |
| 6251 Greenwood Plaza Blvd Suite 100 Greenwood Village, CO 80111 | Matt.Ammon@prosum.com |
| 1221 S. Clarkson Street Suite 316 Denver, CO. 80210 | nathan@highcountrysearch.com |
| 1595 Spring Hill Road Suite 300, Vienna, VA 22182 | N/A |
| 5130 South Hanover Way Englewood, CO 80111 | N/A |
| 444 N Wells St #502, Chicago, IL 60654 | maureen@bultin.com |
| 444 N Wells St #502, Chicago, IL 60654 | maureen@bultin.com |
| 40 Wall Street 50th Floor New York, NY 10005 | mgrebb@accessintel.com |
| N/A | zheydorn@chicagotribune.com |
| N/A | N/A |
| N/A | N/A |
| N/A | N/A |
| 100 Shoreline Hwy, Mill Valley, CA 94941 | zak.sutter@glassdoor.com |
| 900 Auraria Pkwy #267, Denver, CO 80204 | Rebecca.martinez@ucdenver.edu |
| 1212 E. 59th St. Chicago, IL 60637 | mashbrock@uchicago.edu |
| Way Building 1 Austin, TX 78750 | N/A |
| N/A | lvisscher@catalystsecure.com |
| N/A | ahedquist@linkedin.com |
| 10 Water Street Suite 150 Lebanon, NH 03766 | harold.levy@startdatelabs.com |



Layer3 TV Recruitment Events, from 7/1/2016 to 9/30/2017

| Event | Address | Date | #interviewed | #hired |
|---------------------------------|--|---------|--------------|--------|
| Best Hire Career Fair (DC) | 11035 Lavender Hill Dr. Suite 160-148 Las Vegas NV 89135 | 7/21/16 | 5 | 1 |
| Grassroots recruiting | 1961 Chain Bridge Rd Tysons Corner, VA 22102 | 7/25/16 | 4 | 2 |
| Careers and Opportunities Fair | 801 Mt Vernon Pl NW, Washington, DC 20001 | 8/11/16 | 2 | 0 |
| National Career Fairs | 1291 Galleria Drive Suite 220 Henderson NV, 89014 | 8/2/16 | 7 | 0 |
| Coast to Coast Career Fair | 8550 W. Desert Inn Suite 102-553 Las Vegas, NV 89117 | 8/9/16 | 6 | 0 |
| Sales Jobs Networks | 7111 W 151st St., #373 Overland Park, KS 66223 | 8/11/16 | 2 | 0 |
| Best Hire Career Fair (Chicago) | 11035 Lavender Hill Dr. Suite 160-148 Las Vegas NV 89135 | 9/15/16 | 6 | 2 |
| MSU Career Fair | 1363 E 9th Ave, Denver, CO 80218 | 11/2/16 | 4 | 0 |
| United Career Fair | 111 W Main Street West Dundee, IL 60118 | 1/18/17 | 1 | 0 |
| DU Career Fair | 2201 E. Asbury Ave. Denver, CO 80208 | 2/8/17 | 1 | 0 |
| UCD/MSU Career Fair | 1363 E 9th Ave, Denver, CO 80218 | 2/21/17 | 1 | 0 |
| Builtin Best Companies Event | 2201 Lawrence Street Denver, CO 80205 | 5/23/17 | 2 | 0 |
| Layer3 TV Career Event | 990 S Broadway, Suite 150 Denver, CO 80209 | 7/26/17 | 9 | 2 |