

Data for positions filled between October 1, 2020 – September 30, 2021

Hire Date	Requisition Number	Location	Opportunity Title	Source
10/27/2020	INSTA01062	Tennessee	Install & Repair Technician	Employee Referral
10/27/2020	INSTA01060	Tennessee	Install & Repair Technician	Indeed
11/10/2020	INSTA001078	Tennessee	Install & Repair Technician	Employee Referral
01/27/2021	INSTA01091	Tennessee	Install & Repair Technician	Employee Referral
01/27/2021	INSTA01102	Tennessee	Install & Repair Technician	Internal
01/27/2021	SYSTE01103	Tennessee	System Maintenance Technician	Internal
03/02/2021	INSTA01130	Tennessee	Install & Repair Technician	Indeed
03/16/2021	CONST01129	Tennessee	Construction Technician	Employee Referral
05/11/2021	INSTA01158	Tennessee	Install & Repair Technician	Employee Referral
05/18/2021	INSTA01175	Tennessee	Install & Repair Technician	Internal
09/28/2021	INSTA01214	Tennessee	Install & Repair Technician	Corporate Website

Source Name	Number of Interviewees by Source for Full-Time Positions
Careerbuilder	3
Corporate Website	1
Employee Referral	9
Facebook	1
Internal	3
Indeed	7
LinkedIn	1

<i>Recruitment Source</i>	<i>Contact Info</i>
<i>Goodwill Industries of Tennessee</i>	<i>3830 Austin Peay Hwy</i>
	<i>Memphis, TN 38128</i>
<i>Memphis Urban League</i>	<i>413 N. Cleveland</i>
	<i>Memphis, TN 38104</i>
<i>Tipton County Veterans Services</i>	<i>1286 Munford Avenue</i>
	<i>Munford, TN 38058</i>
<i>Millington Chamber of Commerce</i>	<i>7965 Veterans Parkway</i>
	<i>Millington, TN 38053</i>
<i>Jobs4TN.gov</i>	<i>Willie Henry</i>
	<i>willie.henry@ajcmemphis.com</i>
<i>Ritter Communications Careers Page</i>	<i>www.rittercommunications.com/careers</i>
<i>Indeed</i>	<i>www.indeed.com</i>
<i>CareerBuilder</i>	<i>www.careerbuilder.com</i>
<i>Facebook</i>	<i>www.facebook.com/RitterCommunications</i>
<i>ZipRecruiter</i>	<i>www.ziprecruiter.com</i>

<i>Outreach Initiatives 10/1/2020 - 9/31/2021</i>	<i>Date</i>	<i>Ritter Personnel Involved</i>	<i>Description</i>
<i>University of Memphis Virtual Career Fair</i>	<i>10/30/2020</i>	<i>Sarah Ware</i>	<i>Ritter Communications visited with students in all majors to discuss current and future opportunities in the multichannel video programming industry.</i>
<i>Training Program for Unit Personnel</i>	<i>Ongoing</i>	<i>All Employees</i>	<i>Ritter Communications offers employees access to training opportunities via Fred Pryor + memberships and the Docebo Learning Management System. Both resources offer a wide variety of training materials that support continuous learning and career growth.</i>
<i>Scholarship Program</i>	<i>12/21/2021</i>	<i>Susan Christian</i>	<i>Ritter Communications donated \$10,000.00 to support the Bridges mission of providing students with transformative learning experiences that prepare them for careers in industries such as multichannel video programming communications</i>
<i>Mentorship Program</i>	<i>Ongoing</i>	<i>Directors, Managers, and Supervisors</i>	<i>Ritter Communications conducts a mentorship program in partnership with The UTECH Group in order to assist employees with professional growth opportunities.</i>