FCC Unit Address List

FCC Unit	Address	City	State	Postal
5675	2041 E Main St	Alice	TX	78332
	1207 S Saint Marys St	Beeville	TX	78102
	705 Paredes Line Rd	Brownsville	TX	78521
	4060 S Padre Island Dr	Corpus Christi	TX	78411
	201 Junior Beck Dr	Corpus Christi	TX	78405
	4001 Saratoga Blvd	Corpus Christi	TX	78413
	312 Pecan St	Del Rio	TX	78841
	690 Ford St	Eagle Pass	TX	78852
	2921 S Expressway 83	Harlingen	TX	78550
	1514 S 77 Sunshine Strip	Harlingen	TX	78550
	2309 W Lincoln Ave	Harlingen	TX	78552
	1313 W Calton Rd	Laredo	TX	78041
	2438 Monarch Dr	Laredo	TX	78045
	921 W Dove Ave	McAllen	TX	78504
	160 S Business IH 35	New Braunfels	TX	78130
	818 N Oak St	Pearsall	TX	78061
	3001 N I Rd	Pharr	TX	78577
	821 Market St	Portland	TX	78374
	3543 W Highway 83	Rio Grande City	TX	78582
	1900 Blue Crest Ln	San Antonio	TX	78247
	403 Urban Loop	San Antonio	TX	78207
	438 NW Loop 410	San Antonio	TX	78216
	8121 Callaghan Rd	San Antonio	TX	78230
	640 SW Military Dr	San Antonio	TX	78221
	803 Castroville Rd	San Antonio	TX	78237
	8434 Gault Ln	San Antonio	TX	78209
	11603 W Coker Loop	San Antonio	TX	78216
	1924 Pat Booker Rd	Universal City	TX	78148
	2306 E Main St	Uvalde	TX	78801
	112 E 1St Ave	Zapata	TX	78076

Federal Communications Commission Washington, D.C. 20554	OMB 3060-1033 September 2003	FOR FCC USE ONLY
FCC 396-C		
Multi-Channel Video Program Distributor EEO Program Annual Report Read INSTRUCTIONS Before Filling Out Form		FOR COMMISSION USE ONLY FILE NO. B396 - 20160923ACS

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
TIME WARNER CABLE

MSO Name:
CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address
7910 CRESCENT EXECUTIVE DRIVE

City	State	Zip Code
CHARLOTTE	NC	28217-

FCC Registration Number:
0024928004

Emp. Unit ID # 5675

Application Purpose

- (●) New Program Report
- ( ) Amendment to Program Report

☐ Supplemental Investigation Sheet (SIS) Attached

C. County and State in which unit's employment office is located
BEXAR, TX

D. Category of Respondent (check applicable box)

( )	Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V
(●)	Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached

E. Pay Period Covered by this Report (inclusive dates) 07/01/2016-07/14/2016

F. Attachments: (See "Exhibit" buttons, below.)

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit			
Ident No.	Name of Community	Location (State)	Type

Review the list of communities served on the previous year's submission and attach as Exhibit A [Exhibit 1]
any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO
CABLE OPERATORS AND NOT TO OTHER MVPD UNITS.

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

Check YES or NO to each of the following questions. If answer to any question below is NO, attach as Exhibit B an explanation.
[Exhibit 2]

1.	Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule, 47 C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	(•) Yes ( ) No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	(•) Yes ( ) No
3.	Do you contact organizations, media, educational institutions, and other potential sources of applicants for referrals whenever job vacancies are available in your organization?	(•) Yes ( ) No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	(•) Yes ( ) No
5.	To the extent possible, do you seek out entrepreneurs in a nondiscriminatory manner and encourage them to conduct business with all parts of your organization?	(•) Yes ( ) No
6.	Do you analyze the results of your efforts to recruit, hire, promote, and use services in a nondiscriminatory manner and use these results to evaluate and improve your EEO program?	(•) Yes ( ) No
7.	Do you define the responsibility of each level of management to ensure a positive application and vigorous enforcement of your policy of equal employment opportunity and maintain a procedure to review and control managerial and supervisory performance?	(•) Yes ( ) No
8.	Do you conduct a continuing program to exclude every form of prejudice or discrimination based upon race, color, religion, national origin, age, or sex from your personnel policies and practices and working conditions?	(•) Yes ( ) No
9.	Do you conduct a continuing review of job structure and employment practices and maintain positive recruitment training, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units,occupations, and levels of responsibility?	(•) Yes ( ) No

SECTION IV ADDITIONAL INFORMATION

You may provide as Exhibit C any additional information that you believe might be useful in evaluating your efforts to comply with the Commission's EEO provisions. There is no requirement to provide additional data or information.
[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:
A. By the individual owning the reporting system if individually owned;
B. By a partner, if a partnership; or
C. By an officer, if a corporation or association.

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed Kendra Thornton	Title VP, EMPLOYEE RELATIONS & REGULATORY COMPLIANCE
Date 9/27/2016	Name of Respondent KENDRA THORNTON
Telephone No. (include area code) 7047313337	

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

Exhibits

FCC Sourcing Report
FCC Unit: 5675 South Texas
County/State: Bexar, TX
Vacancies filled from: 5/18/2016-08/31/2016

Requisition #	Job Title	Source Description	# Applicants	# Interviews	# Hires
177669BR	**Rep 1, Customer Care Nonexempt**	DOPH : Direct Sourcing - Open House	18	18	15
		FCTG : Referral - Referred by a Time Warner employee	1	1	1
		FTWC : Referral - TW Cable Employee Referral	3	3	3
		Website - Internal Opportunities	4	1	0
		Website - TimeWarner Careers	395	21	2
177675BR	**Sales Greeter Nonexempt**	Website - TimeWarner Careers	58	1	0
177703BR	**Specialist, Retail Sales Nonexempt**	PCTG : Former Employee - Former employee of a Time Warner company	2	2	2
		Website - TimeWarner Careers	12	3	0
177770BR	**Rep 1, Sales Inbound Nonexempt**	DIND : Direct Sourcing - Indeed	1	1	1
		FTWC : Referral - TW Cable Employee Referral	22	22	17
		GOOG : Internet - Google	1	1	1
		JNJF : Job Fair - Job News	1	1	0
		NIND : Internet - Indeed	2	2	2
		PCTG : Former Employee - Former employee of a Time Warner company	3	3	3
		UOTR : Organization - Other	1	1	1
		WCTG : Website - Directly through this Time Warner Career site	7	7	6
		Website - TimeWarner Careers	66	5	0
177771BR	**Rep 1, Order Entry Nonexempt**	WATW : Website - TimeWarner Careers	1	1	1
		Website - Internal Opportunities	5	2	0
		Website - TimeWarner Careers	27	2	0
177772BR	**Rep 1, Sales Inbound Nonexempt**	FTWC : Referral - TW Cable Employee Referral	20	20	18
		JTWC : Job Fair-TWC hosted	2	2	2
		NFCB : Internet - Facebook.com	1	1	0
		NIND : Internet - Indeed	2	2	2
		PCTG : Former Employee - Former employee of a Time Warner company	4	4	3
		QTWC : Internal - From Time Warner Cable	2	2	2
		WCTG : Website - Directly through this Time Warner Career site	12	12	11
		Website - TimeWarner Careers	89	9	0
		WINT : Website - Internal Opportunities	2	2	2

177773BR	**Supervisor, Inbound Sales Exempt**	QTWC : Internal - From Time Warner Cable	4	4	4
		Website - Internal Opportunities	5	4	0
177809BR	**Tech 1, Maintenance Nonexempt**	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	10	10	0
177812BR	**Tech 1, Installation Nonexempt**	QTWC : Internal - From Time Warner Cable	2	2	2
177816BR	**Mgr 2, Account Commercial Exempt**	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	5	0	0
177822BR	**Mgr, Commercial Mid-Market Exempt**	Website - Internal Opportunities	4	0	0
		Website - TimeWarner Careers	7	0	0
		WINT : Website - Internal Opportunities	1	1	1
177905BR	**Tech 1, Comm Fiber Services Nonexempt**	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	3	0	0
		Website - TimeWarner Careers	41	2	0
177942BR	**Account Executive 2 Commercial Exempt**	Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	30	0	0
177965BR	**Intern Nonexempt**	WATW : Website - TimeWarner Careers	2	2	1
		Website - TimeWarner Careers	15	1	0
177995BR	**Tech 1, Installation Nonexempt**	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	1	0	0
178002BR	**Rep 2, Order Entry Nonexempt**	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	8	5	0
178003BR	**Rep 1, Order Entry Nonexempt**	FTWC : Referral - TW Cable Employee Referral	1	1	1
		WATW : Website - TimeWarner Careers	1	1	1
		Website - Internal Opportunities	3	0	0
		Website - TimeWarner Careers	21	3	0
178015BR	**Tech 2, Comm Fiber Services Nonexempt**	Website - Internal Opportunities	4	0	0
		Website - TimeWarner Careers	6	0	0
178028BR	**Rep 1, Direct Sales Exempt**	FTWC : Referral - TW Cable Employee Referral	1	1	1
		Website - TimeWarner Careers	29	1	0

178052BR	**Supervisor, Customer Operation Exempt**	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	6	2	0
178053BR	**Account Executive 1 Commercial Exempt**	Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	14	0	0
178055BR	**Account Executive 1 Commercial Exempt**	Website - Internal Opportunities	6	0	0
		Website - TimeWarner Careers	9	0	0
		WQAG : Website - TWC QA Gateway	1	1	1
178144BR	**Account Executive 2 Commercial Exempt**	Website - Internal Opportunities	3	0	0
		Website - TimeWarner Careers	19	0	0
178154BR	**Specialist, Retail Sales Nonexempt**	FTWC : Referral - TW Cable Employee Referral	1	1	1
		Website - TimeWarner Careers	19	2	0
178175BR	**Administrative Assistant 2 Nonexempt**	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	2	1	0
178178BR	**Rep 1, Direct Sales Exempt**	FTWC : Referral - TW Cable Employee Referral	1	1	1
		NIND : Internet - Indeed	1	1	1
		Website - TimeWarner Careers	12	4	0
178192BR	**Coord, Sales Nonexempt**	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	1	1	0
		Website - TimeWarner Careers	9	0	0
178193BR	**Specialist, Retail Sales Nonexempt**	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	19	0	0
178199BR	**HUB Technician - Int Nonexempt**	Website - Internal Opportunities	9	7	0
178233BR	**Account Executive Major Comm Exempt**	FTWC : Referral - TW Cable Employee Referral	1	1	1
		Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	10	0	0
		WQAG : Website - TWC QA Gateway	1	1	1
178265BR	**Rep 1, Direct Sales Exempt**	Website - TimeWarner Careers	5	1	0

178305BR	**Account Executive Major Comm Exempt**	Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	7	0	0
		WINT : Website - Internal Opportunities	1	1	1
178311BR	**Rep 2, QA Nonexempt**	QTWC : Internal - From Time Warner Cable	2	2	2
		Website - Internal Opportunities	12	10	0
178356BR	**Lead, Customer Care Nonexempt**	QTWC : Internal - From Time Warner Cable	3	3	3
		Website - Internal Opportunities	12	6	0
178388BR	**Sr Dir, SMB Inbound Sales Exempt**	XCTG : Other - Through some other source	1	1	1
178389BR	**Spec, Resource Management Nonexempt**	Website - Internal Opportunities	3	0	0
		Website - TimeWarner Careers	16	0	0
178431BR	**Spec, Sales Support Int Nonexempt**	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	17	9	0
178507BR	**Mgr, Customer Care Exempt**	NIND : Internet - Indeed	1	1	1
		Website - Internal Opportunities	7	6	0
		Website - TimeWarner Careers	7	1	0
178568BR	**Supervisor, Install & Service Exempt**	QTWC : Internal - From Time Warner Cable	2	1	2
		Website - Internal Opportunities	25	12	0
178581BR	**Rep 1, Customer Care Nonexempt**	DOPH : Direct Sourcing - Open House	25	25	23
		FTWC : Referral - TW Cable Employee Referral	10	10	10
		PCTG : Former Employee - Former employee of a Time Warner company	1	1	1
		Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	350	13	0
178582BR	**Tech 1, Maintenance Nonexempt**	Website - Internal Opportunities	4	4	0
		WINT : Website - Internal Opportunities	1	1	1
178621BR	**Tech 1, Maintenance Nonexempt**	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	4	4	0
178677BR	**Tech 1, Installation Nonexempt**	ATWCC : Ad - Time Warner Cable Careers Channel	1	1	1
		FCTG : Referral - Referred by a Time Warner employee	10	10	10
		NIND : Internet - Indeed	8	8	8
		PCTG : Former Employee - Former employee of a Time Warner company	3	3	3

		QTWC : Internal - From Time Warner Cable	1	1	1
		WATW : Website - TimeWarner Careers	8	8	8
		Website - TimeWarner Careers	152	37	0
178680BR	**Rep 2, Order Entry Nonexempt**	WATW : Website - TimeWarner Careers	1	1	1
		Website - Internal Opportunities	7	0	0
		Website - TimeWarner Careers	1	0	0
178688BR	**Specialist, Retail Sales Nonexempt**	WCTG : Website - Directly through this Time Warner Career site	1	1	1
		Website - TimeWarner Careers	22	0	0
178741BR	**Rep 1, Order Entry Nonexempt**	FTWC : Referral - TW Cable Employee Referral	7	7	7
		NIND : Internet - Indeed	8	8	8
		UTWC : Organization - Texas Workforce Commission	1	1	1
		WATW : Website - TimeWarner Careers	1	1	1
		Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	276	33	0
178745BR	**Supervisor, Inbound Sales Exempt**	QTWC : Internal - From Time Warner Cable	2	2	2
		Website - Internal Opportunities	8	7	0
178830BR	**Tech 1, Broadband Svcs Nonexempt**	Website - Internal Opportunities	1	0	0
178832BR	**Tech 1, Demand Maintenance Nonexempt**	Website - Internal Opportunities	3	2	0
178841BR	**Supervisor, Direct Sales-DSR Exempt**	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	3	3	0
		Website - TimeWarner Careers	5	2	0
178850BR	**Supervisor, Direct Sales-DSR Exempt**	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	3	3	0
		Website - TimeWarner Careers	6	3	0
178851BR	**Tech 1, Broadband Svcs Nonexempt**	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	3	2	0
178853BR	**Rep 1, Direct Sales Exempt**	DIND : Direct Sourcing - Indeed	1	1	1
		NJBC : Internet - Job.com	1	1	1
		Website - TimeWarner Careers	32	7	0
178899BR	**Specialist, Debt Payment Serv Nonexempt**	Website - Internal Opportunities	10	0	0
		Website - TimeWarner Careers	83	3	1

178926BR	**Tech 1, Broadband Svcs Nonexempt**	Website - Internal Opportunities	3	2	0
178931BR	**Supv, Direct Sales - DSR Exempt**	FTWC : Referral - TW Cable Employee Referral	1	1	1
		Website - Internal Opportunities	3	3	0
		Website - TimeWarner Careers	4	2	0
178932BR	**Supervisor, Direct Sales-DSR Exempt**	DRCC : Direct Sourcing - Recruiter Cold Call	1	1	1
		PCTG : Former Employee - Former employee of a Time Warner company	1	1	1
		QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	5	5	0
		Website - TimeWarner Careers	10	3	1
178948BR	**Specialist, Retail Sales Nonexempt**	NIND : Internet - Indeed	1	1	1
		Website - TimeWarner Careers	13	3	0
178953BR	**Rep 1, Direct Sales Exempt**	FTWC : Referral - TW Cable Employee Referral	2	2	2
		QTWC : Internal - From Time Warner Cable	1	1	1
		Website - TimeWarner Careers	34	3	0
178954BR	**Rep 1, Direct Sales Exempt**	FTWC : Referral - TW Cable Employee Referral	1	1	1
		Website - TimeWarner Careers	35	2	2
178956BR	**Rep 1, Direct Sales Exempt**	FTWC : Referral - TW Cable Employee Referral	3	3	3
		NIND : Internet - Indeed	1	1	1
		PSA : Contractor - Conversion	1	1	1
		QTWC : Internal - From Time Warner Cable	1	1	1
		WATW : Website - TimeWarner Careers	1	0	1
		Website - TimeWarner Careers	20	1	0
178988BR	**End User Supp Spec - Assoc Nonexempt**	Website - Internal Opportunities	13	6	0
		Website - TimeWarner Careers	26	2	0
179013BR	**Tech 1, Installation Nonexempt**	UTWC : Organization - Texas Workforce Commission	1	1	0
		UWRC : Organization - Workforce Center	1	1	1
		Website - TimeWarner Careers	32	4	0
179052BR	**Dispatcher 1 Nonexempt**	QTWC : Internal - From Time Warner Cable	2	2	2
		WATW : Website - TimeWarner Careers	3	3	3
		Website - Internal Opportunities	11	8	0
		Website - TimeWarner Careers	63	4	0
179088BR	**Asst, Sales Nonexempt**	QTWC : Internal - From Time Warner Cable	3	3	3
		Website - Internal Opportunities	17	9	0

179128BR	**Account Executive 1 Commercial Exempt**	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	5	0	0
		Website - TimeWarner Careers	11	0	0
		WQAG : Website - TWC QA Gateway	1	0	1
179130BR	**Account Executive 1 Commercial Exempt**	Website - TimeWarner Careers	10	0	0
		WQAG : Website - TWC QA Gateway	1	1	1
179154BR	**Analyst, Resource Management Exempt**	FTWC : Referral - TW Cable Employee Referral	1	1	1
		Website - Internal Opportunities	7	1	0
		Website - TimeWarner Careers	8	1	0
179177BR	**Mgr, Inbound Sales Exempt**	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	4	4	0
179200BR	**Rep 2, Payment Services Nonexempt**	Website - Internal Opportunities	5	1	0
		Website - TimeWarner Careers	63	3	1
179242BR	**Rep 2, Order Entry Nonexempt**	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	7	0	0
179244BR	**Rep 1, Order Entry Nonexempt**	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	21	4	0
179259BR	**Spec 1, Billing Support Nonexempt**	Website - Internal Opportunities	17	7	1
		Website - TimeWarner Careers	73	0	0
179313BR	**Rep 2, Order Entry Nonexempt**	Website - Internal Opportunities	2	0	0
179314BR	**Rep 3, PAC Nonexempt**	Website - Internal Opportunities	9	7	0
179398BR	**Specialist, Retail Sales Nonexempt**	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	1	1	0
		Website - TimeWarner Careers	26	0	0
179454BR	**Rep 2, PAC Nonexempt**	Website - Internal Opportunities	9	5	0
179469BR	**Specialist, Retail Sales Nonexempt**	PCTG : Former Employee - Former employee of a Time Warner company	1	1	1

		Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	11	0	0
179485BR	**Rep 1, Inbound Sales BL Nonexempt**	FTWC : Referral - TW Cable Employee Referral	2	2	2
		UTWC : Organization - Texas Workforce Commission	1	1	1
		Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	20	1	0
179546BR	**Tech 1, Installation Nonexempt**	ESN : Email Subscription/Notification	1	1	1
		FCTG : Referral - Referred by a Time Warner employee	2	2	2
		QTWC : Internal - From Time Warner Cable	1	1	1
		Website - TimeWarner Careers	124	7	0
179547BR	**Tech 1, Installation Nonexempt**	FCTG : Referral - Referred by a Time Warner employee	2	2	1
		IJBSJ : Internet Job Board- SnagaJob	1	1	1
		PPCI : Campaign - Indeed	1	1	1
		WATW : Website - TimeWarner Careers	2	2	2
		Website - TimeWarner Careers	49	5	0
179548BR	**Tech 1, Installation Nonexempt**	CTSTC : College - Texas State Technical College	1	1	1
		FCTG : Referral - Referred by a Time Warner employee	3	3	3
		FPRO : Professional Referral - Referral	1	1	1
		WATW : Website - TimeWarner Careers	2	2	2
		Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	108	9	0
179554BR	**Rep 1, Order Entry Nonexempt**	Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	280	0	0
179571BR	**Supervisor, Warehouse Exempt**	NIND : Internet - Indeed	1	1	1
		Website - Internal Opportunities	1	1	0
		Website - TimeWarner Careers	46	3	0
179573BR	**Tech 1, Installation Nonexempt**	FCTG : Referral - Referred by a Time Warner employee	7	7	7
		WATW : Website - TimeWarner Careers	12	12	12
		Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	191	35	1
179587BR	**Tech 1, Broadband Svcs Nonexempt**	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	1	0	0

179588BR	**Tech 1, Demand Maintenance Nonexempt**	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	2	2	0
179589BR	**Tech 1, Broadband Svcs Nonexempt**	Internet - Jobs2Web	1	1	0
		QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	1	1	0
179606BR	**Rep 1, Direct Sales Exempt**	DIND : Direct Sourcing - Indeed	1	1	1
		FTWC : Referral - TW Cable Employee Referral	1	1	1
		JLCL : Job Fair - Local	1	1	1
		JUNE : Job Fair - Unemployment Office	7	7	7
		PCTG : Former Employee - Former employee of a Time Warner company	2	2	2
		PSA : Contractor - Conversion	6	6	6
		QTWC : Internal - From Time Warner Cable	1	1	1
		UUEO : Organization - Unemployment Office	1	1	1
		WATW : Website - TimeWarner Careers	1	1	1
		Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	7	3	0
179613BR	**Specialist, Retail Sales Nonexempt**	Website - Internal Opportunities	1	1	0
		Website - TimeWarner Careers	12	0	0
179614BR	**Rep 1, Direct Sales Exempt**	DIND : Direct Sourcing - Indeed	1	1	1
		WATW : Website - TimeWarner Careers	1	1	1
		Website - TimeWarner Careers	13	0	0
179637BR	**Dir, Human Resources I Exempt**	Website - Internal Opportunities	3	2	0
179718BR	**Supervisor, Inbound Sales Exempt**	Website - Internal Opportunities	12	0	0
179729BR	**Tech 1, Installation Nonexempt**	FPRO : Professional Referral - Referral	1	1	1
		Website - TimeWarner Careers	23	4	0
179730BR	**Tech 1, Installation Nonexempt**	WATW : Website - TimeWarner Careers	1	1	1
		Website - TimeWarner Careers	17	3	0
179809BR	**Mgr, Field Business Plannning Exempt**	Website - Internal Opportunities	6	1	0
		Website - TimeWarner Careers	11	1	0
179822BR	**Account Executive 1**	Website - Internal Opportunities	1	0	0

	Commercial Exempt				
		Website - TimeWarner Careers	25	0	0
179834BR	**Rep 1, Customer Care Nonexempt**	Website - Internal Opportunities	3	0	0
		Website - TimeWarner Careers	136	0	0
179856BR	**Rep 2, Order Entry Nonexempt**	Website - Internal Opportunities	4	0	0
		Website - TimeWarner Careers	1	0	0
179858BR	**Rep 1, Order Entry Nonexempt**	Website - TimeWarner Careers	19	0	0
179865BR	**Supervisor, Customer Care Exempt**	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	6	2	0
		Website - TimeWarner Careers	54	2	0
179881BR	**VP, Customer Care Call Center Exempt**	Website - Internal Opportunities	3	0	0
		Website - TimeWarner Careers	5	0	0
179890BR	**Sr. HR Generalist Exempt**	Website - Internal Opportunities	5	0	0
		Website - TimeWarner Careers	19	0	0
179892BR	**Sr. HR Generalist Exempt**	Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	30	0	0
179921BR	**Supervisor, Inbound Sales Exempt**	QTWC : Internal - From Time Warner Cable	2	2	2
		Website - Internal Opportunities	19	13	0
		Website - TimeWarner Careers	12	4	0
179924BR	**Rep 1, Sales Inbound Nonexempt**	FTWC : Referral - TW Cable Employee Referral	2	2	2
		PCTG : Former Employee - Former employee of a Time Warner company	1	1	1
		WCTG : Website - Directly through this Time Warner Career site	3	3	2
		Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	54	4	0
180010BR	**Sr. HR Generalist Exempt**	Website - TimeWarner Careers	18	3	0
180015BR	**HR Generalist Exempt**	Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	40	0	0
180016BR	**HR Generalist Exempt**	Website - TimeWarner Careers	12	0	0
180066BR	**Trainer 1 Exempt**	Website - Internal Opportunities	16	0	0
		Website - TimeWarner Careers	1	0	0
180072BR	**Field Business Plan Analyst Exempt**	Website - Internal Opportunities	4	0	0

		Website - TimeWarner Careers	17	0	0
180118BR	**Mgr, Human Resources I Exempt**	Website - Internal Opportunities	3	1	0
		Website - TimeWarner Careers	57	2	0
180123BR	**Supervisor, Install & Service Exempt**	Website - Internal Opportunities	5	0	0
180160BR	**Rep 1, Order Entry Nonexempt**	Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	37	0	0
180224BR	**Coord, Commercial Sales Nonexempt**	Website - Internal Opportunities	10	9	0
		Website - TimeWarner Careers	4	0	0
180246BR	**Supervisor, Inbound Sales Exempt**	Website - Internal Opportunities	8	0	0
180269BR	**Sales Greeter Nonexempt**	Website - TimeWarner Careers	27	2	0
180270BR	**Specialist, Retail Sales Nonexempt**	Website - TimeWarner Careers	29	4	0
180283BR	**Spec, Recruiting Exempt**	QTMP : Internal-Temp	1	1	1
180431BR	**Tech 1, Installation Nonexempt**	Website - TimeWarner Careers	24	0	0
180477BR	**Tech 1, Installation Nonexempt**	QTWC : Internal - From Time Warner Cable	1	1	1
180481BR	**Dispatcher 1 Nonexempt**	Website - Internal Opportunities	3	0	0
		Website - TimeWarner Careers	13	0	0
180484BR	**Tech 1, Installation Nonexempt**	Website - TimeWarner Careers	31	0	0
180485BR	**Tech 1, Installation Nonexempt**	Website - TimeWarner Careers	1	0	0
180539BR	**Rep 1, Direct Sales Exempt**	Website - TimeWarner Careers	1	0	0
180540BR	**Rep 1, Direct Sales Exempt**	Website - TimeWarner Careers	3	0	0
Grand Total			**4716**	**824**	**343**

2016 Recruitment Initiatives
CFR § 76.75 (b) (2)

FCC Unit: 5675

8. Establishment of training programs designed to enable unit personnel to acquire skills to qualify them for higher-level positions.

Essentials of Interviewing and Hiring: Behavioral Interview Techniques
Employees at this FCC unit participated in this training. This is an online course for people leaders who will be or currently conduct interviews. This course describes the characteristics of behavioral-based interviewing, how to develop behavioral-based questions, and then how to ask those questions effectively in an interview. This training improves the leaders ability to assess candidates based on actual behaviors that are related to the competencies for the job, rather than on possible or potential behaviors or performance.

This training is overseen by the Learning and Development team.

14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Valuing Employees
Employees at this Time Warner Cable FCC unit participated in the Valuing Employees training. This class is a one half day highly interactive training for people leaders designed to communicate how employment law, the TWC Standards of Business Conduct and other TWC policies directly impact the company's overall business success. The goal of this training is to improve each leader's ability to foster teamwork and create a productive work environment in an equal employment opportunity environment.

This training is overseen by the Corporate Employee Relations department and conducted by a member of the local HR team.

2016 FCC Unit Outreach Source List
5675 South Texas
Bexar, TX

Agency Name	City	State	Zip Code	Recipient Email	Phone #
ST PHILLIPS COLLEGE	San Antonio	TX	78203	ycrooms@alamo.edu:YOLANDA CROOMS	2104862397
WorkforceSolutions Alamo - Hillcrest	San Antonio	TX	78228	charles.benson@tvc.texas.gov:Charles Benson, ray.curiel@tvc.texas.gov:Ray Curiel, richard.guerrero@tvc.state.tx.us:Richard Guerrero, smercadel@wsalamo.org:Spring Mercadel, todd.arend@tvc.texas.gov:Todd Arend	210-582-1555
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University of the Incarnate Word	San Antonio	TX	78201	careers@uiwtx.edu:Clarissa Tejeda	210-832-5627
AVANCE SAN ANTONIO	San Antonio	TX	78207	gschapa@avancesa.org:GEORGETTE CHAPA YESENIA GONZALEZ	2102233667
WAYLAND BAPTIST UNIVERSITY/SAN ANTONIO	San Antonio	TX	78233	jtodd@wbu.edu:STUDENT JOB POSTINGS	2108267595
CASEY FAMILY PROGRAM	San Antonio	TX	78212	gurdiales@casey.org:GARY URDIALES/IRENE GARZA	2103543200
GOODWILL INDUSTRIES	San Antonio	TX	78201	bbalencia@goodwillsa.org:REBECCA BALENCIA	210-380-0898
Texas Vets Commission	San Antonio	TX	78220	patrick.driscoll@tvc.texas.gov:Patrick Driscoll	210-581-0177
ST MARY'S UNIVERSITY	San Antonio	TX	78201	career@stmarytx.edu:Amy Diepenbrock	210-436-3102
BEXAR AREA AGENCY ON AGING	San Antonio	TX	78217	mail@aacog.com:DR MARTHA SPINKS	2104473275
OUR LADY OF THE LAKE UNIV/COMMUNICATIONS	San Antonio	TX	78201	hrteam@ollusa.edu:null	210-434-6711
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SAN ANTONIO INDEPENDENT LIVING SVC	San Antonio	TX	78210	apulido@sailstx.org:ALBERT PULIDO	2102811878
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HALLMARK COLLEGE	San Antonio	TX	78230	djeffreys@hallmarkcollege.edu:Denise Jeffreys	2106909000
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SAN ANTONIO INDEPENDENT LIVING SVC	San Antonio	TX	78210	apulido@sailstx.org:ALBERT PULIDO	2102811878
TRINITY UNIV/DEPT OF MASS COMMUNICATIONS	San Antonio	TX	78212	jhender4@trinity.edu:DR JENNIFER HENDERSON	2109998116
Joint Base San Antonio-Sam Houston ACAP Center	San Antonio	TX	78234	barbara.j.echols.ctr@mail.mil:BARBARA ECHOLS/TAP	2102211213
San Antonio Lighthouse for the Blind	San Antonio	TX	78210	paula@salighthouse.org:Paula Blacklock	
American G.I. Forum Veterans Center	San Antonio	TX	78205	giforum@agif-nvop.org:null, nvopweb@agif-nvop.org:null	210-354-4892
TX Division for Rehabilitation Services	San Antonio	TX	78228	mary.saenz@dars.state.tx.us:Mary Jane Saenz	
TRINITY UNIVERSITY	San Antonio	TX	78212	careerservices@trinity.edu:SAMANTHA JONES	2109998321
Wounded Warrior Project	San Antonio	TX	78249	mbarnes@woundedwarriorproject.org:Marcus Barnes	210-569-0302
Workforce Solutions Alamo New Braunfels	New Braunfels	TX	78130	adrain.king@tvc.texas.gov:Al King, btharp@wsalamo.org:Brian Tharp, joel.hart@tvc.state.tx.us:Joel Hart, jose.sanchez@tvc.texas.gov:Jose Sanchez	830-629-2010
CHRISTIAN HOPE RESOURCE CTR	San Antonio	TX	78237	davidhr@drydoctor.com:DAVID KARNEY	2107323776
TEXAS DIV FOR REHABILITATION SERVICES	San Antonio	TX	78249	mary.cuellar@dars.state.tx.us:JOB POSTINGS	
ST PHILLIPS COLLEGE	San Antonio	TX	78203	ycrooms@alamo.edu:YOLANDA CROOMS	2104862397
WorkforceSolutions Alamo - Hillcrest	San Antonio	TX	78228	charles.benson@tvc.texas.gov:Charles Benson, ray.curiel@tvc.texas.gov:Ray Curiel, richard.guerrero@tvc.state.tx.us:Richard Guerrero, smercadel@wsalamo.org:Spring Mercadel, todd.arend@tvc.texas.gov:Todd Arend	210-582-1555
Workforce Solutions Alamo - South Flores	San Antonio	TX	78228	della.lopez@tvc.texas.gov:Della Lopez, gregory.pyrek@tvc.texas.gov:Gregory Pyrek, msaldana@wsalamo.org:null	
San Antonio Career Center	San Antonio	TX	78220	jessica.buerger@ruralcapital.net:Jessica Buerger, mark.renninger@tvc.texas.gov:Mark Renninger	210-581-0169
San Antonio Job and Career Resources	San Antonio	TX	78237	david.gonzalez@tvc.state.tx.us:David Gonzalez	
UNIVERSITY OF TEXAS	San Antonio	TX	78249	victoria.tesillo@utsa.edu:VICTORIA TESILLO	2104584589
University of the Incarnate Word	San Antonio	TX	78201	careers@uiwtx.edu:Clarissa Tejeda	210-832-5627
AVANCE SAN ANTONIO	San Antonio	TX	78207	gschapa@avancesa.org:GEORGETTE CHAPA YESENIA GONZALEZ	2102233667
WAYLAND BAPTIST UNIVERSITY/SAN ANTONIO	San Antonio	TX	78233	jtodd@wbu.edu:STUDENT JOB POSTINGS	2108267595
CASEY FAMILY PROGRAM	San Antonio	TX	78212	gurdiales@casey.org:GARY URDIALES/IRENE GARZA	2103543200
GOODWILL INDUSTRIES	San Antonio	TX	78201	bbalencia@goodwillsa.org:REBECCA BALENCIA	210-380-0898
Texas Vets Commission	San Antonio	TX	78220	patrick.driscoll@tvc.texas.gov:Patrick Driscoll	210-581-0177
ST MARY'S UNIVERSITY	San Antonio	TX	78201	career@stmarytx.edu:Amy Diepenbrock	210-436-3102
BEXAR AREA AGENCY ON AGING	San Antonio	TX	78217	mail@aacog.com:DR MARTHA SPINKS	2104473275
OUR LADY OF THE LAKE UNIV/COMMUNICATIONS	San Antonio	TX	78201	hrteam@ollusa.edu:null	210-434-6711
JOB FINDERS	San Antonio	TX	78217	olivia.sturgess@jobfindersllc.com:OLIVIA STURGESS	2108415706
BAPTIST UNIVERSITY OF THE AMERICAS	San Antonio	TX	78224	darryl.crooms@bua.edu:Rev. Darryl F. Crooms	2109244338
Workforce Solutions Alamo Career Center	San Antonio	TX	78227	jose.sanchez@tvc.texas.gov:Jose Sanchez, paul.rivera@tvc.state.tx.us:Paul Rivera	210-436-0670
Workforce Solutions Alamo East Houston	San Antonio	TX	78220	adrain.king@tvc.state.tx.us:Adrain King, jose.sanchez@tvc.texas.gov:Jose Sanchez, mark.renninger@tvc.texas.gov:Mark Renniger, patrick.driscoll@tvc.texas.gov:Patrick Driscoll, victor.barnes@tvc.texas.gov:Victor Barnes, wilma.martinez@serjobssa.org:Wilma Martinez	210-581-0190
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Wounded Warrior Project	San Antonio	TX	78249	mbarnes@woundedwarriorproject.org:Marcus Barnes	210-569-0302
Workforce Solutions Alamo New Braunfels	New Braunfels	TX	78130	adrain.king@tvc.texas.gov:Al King, btharp@wsalamo.org:Brian Tharp, joel.hart@tvc.state.tx.us:Joel Hart, jose.sanchez@tvc.texas.gov:Jose Sanchez	830-629-2010
CHRISTIAN HOPE RESOURCE CTR	San Antonio	TX	78237	davidhr@drydoctor.com:DAVID KARNEY	2107323776
TEXAS DIV FOR REHABILITATION SERVICES	San Antonio	TX	78249	mary.cuellar@dars.state.tx.us:JOB POSTINGS	
LAREDO COMMUNITY COLLEGE	Laredo	TX	78040	studentsuccessctr@laredo.edu:CARMELINO CASTILLO	9567215704
CATHOLIC SOCIAL SVC OF LAREDO	Laredo	TX	78040	mmendoza@dioceseoflaredo.org:MELINDA MENDOZA	956-727-2140
WorkForce Solutions of South Texas	Laredo	TX	78041	andrea.delagarza@southtexasworkforce.org:Andrea Delagarza, Francisco.Martinez@twc.state.tx.us:Francisco Martinez, jose.sanchez@tvc.texas.gov:Jose Sanchez	956-765-1804
TEXAS A & M INTNL UNIV/LANG/LIT/ARTS	Laredo	TX	78040	tmitchell@tamiu.edu:JOB LISTINGS	956-326-2470
TEXAS MIGRANT COUNCIL	Laredo	TX	78041	richard.perales@mail.tmccentral.org:RICHARD PERALES/JOB POSTINGS	9567266909
TX Division for Rehabilitation Services	Laredo	TX	78045	mary.saenz@dars.state.tx.us:Mary Jane Saenz	
TEXAS A & M INTERNATIONAL UNIV	Laredo	TX	78040	laura.martinez@tamiu.edu:LAURA MARTINEZ	956-326-2264
WorkForce Solutions Cameron	Brownsville	TX	78520	jose.sanchez@tvc.texas.gov:Jose Sanchez	956-546-3141
Health and Human Service Commission	Brownsville	TX	78521	rosa.bustinza@hhsc.state.tx.us:ROSA BUSTINZA	9545044286
HARLINGEN HISPANIC CHAMBER COMM	Harlingen	TX	78550	hhcoc@harlingenchamber.com:CRYSTAL CURRY/JOB POSTINGS	956-421-2400
Cameron WorkForce Solutions	Harlingen	TX	78550	alfredo.hernandez@tvc.texas.gov:Alfredo Hernandez, jose.sanchez@tvc.texas.gov:Jose Sanchez	956-423-9266
LOAVES & FISHES	Harlingen	TX	78550	office@lfrgv.org:JOB POSTINGS	
COMMUNITIES IN SCHOOLS	Corpus Christi	TX	78463	mpziggy@yahoo.com:MARY BARRIENTEZ	3614386008
SENIOR EMPLOYMENT	Corpus Christi	TX	78401	sccorpus@aol.com:JUAN VELA	3618790076
TEXAS A&M UNIV-CORPUS CHRSTI	Corpus Christi	TX	78412	sharon.herrera@tamucc.edu:SHARON HERRERA	3618255976
Workforce Solutions - Coastal Bend	Corpus Christi	TX	78405	carlos.garcia@dars.state.tx.us:Carlos Garcia, Karen.fox@tvc.state.tx.us:Karen Fox, lenny.anzaldua@workforcesolutionscb.org:null	
CORPUS CHRISTI METRO MINISTRIES	Corpus Christi	TX	78469	gvela@ccmetro.org:GEORGE VELA	3618870151
Workforce Solutions of the Coastal Bend	Corpus Christi	TX	78401	jose.sanchez@tvc.texas.gov:Jose Sanchez, karen.fox@tvc.state.tx.us:Karen Fox	
Workforce Solutions - Business Resource	McAllen	TX	78501	johnh@wfsolutions.org:null	956-928-5000
Workforce Solutions - Rio Grande City	Rio Grande	TX	78582	adrian.aguilar@wfsolutions.org:null, carlos.becho@wfsolutions.org:Carlos Becho, shawn.butler@wfsolutions.org:Shawn Butler	956-487-9100
Workforce Solutions	Zapata	TX	78076	homero.prado@tvc.state.tx.us:Homero Prado	956-765-1804
Workforce Solutions Middle Rio Grande	Eagle Pass	TX	78852	jose.faz@mrgdc.org:Jose Faz	830-773-1191
TX Division for Rehabilitation Services	Eagle Pass	TX	78852	mary.saenz@dars.state.tx.us:Mary Jane Saenz	
Workforce Solutions - Rio Grande City	Rio Grande	TX	78582	adrian.aguilar@wfsolutions.org:null, carlos.becho@wfsolutions.org:Carlos Becho, shawn.butler@wfsolutions.org:Shawn Butler	956-487-9100
Workforce Solutions - Business Resource	McAllen	TX	78501	johnh@wfsolutions.org:null	956-928-5000
WorkForce Solutions Cameron	Brownsville	TX	78520	jose.sanchez@tvc.texas.gov:Jose Sanchez	956-546-3141
Health and Human Service Commission	Brownsville	TX	78521	rosa.bustinza@hhsc.state.tx.us:ROSA BUSTINZA	9545044286
HARLINGEN HISPANIC CHAMBER COMM	Harlingen	TX	78550	hhcoc@harlingenchamber.com:CRYSTAL CURRY/JOB POSTINGS	956-421-2400
Cameron WorkForce Solutions	Harlingen	TX	78550	alfredo.hernandez@tvc.texas.gov:Alfredo Hernandez, jose.sanchez@tvc.texas.gov:Jose Sanchez	956-423-9266
LOAVES & FISHES	Harlingen	TX	78550	office@lfrgv.org:JOB POSTINGS	
Workforce Solutions - MRG	Del Rio	TX	78840	janice.casillas@tvc.texas.gov:Janice Casillas, jose.sanchez@tvc.texas.gov:Jose Sanchez, ofelia.reyes@mrgdc.org:Ofelia Reyes	830-774-4741
WorkForce Solutions Middle Rio Grande	Uvalde	TX	78801	ezamora@uvaldecounty.com:Everaldo Zamora	830-278-4491
ST PHILLIPS COLLEGE	San Antonio	TX	78203	ycrooms@alamo.edu:YOLANDA CROOMS	2104862397
WorkforceSolutions Alamo - Hillcrest	San Antonio	TX	78228	charles.benson@tvc.texas.gov:Charles Benson, ray.curiel@tvc.texas.gov:Ray Curiel, richard.guerrero@tvc.state.tx.us:Richard Guerrero, smercadel@wsalamo.org:Spring Mercadel, todd.arend@tvc.texas.gov:Todd Arend	210-582-1555
Workforce Solutions Alamo - South Flores	San Antonio	TX	78228	della.lopez@tvc.texas.gov:Della Lopez, gregory.pyrek@tvc.texas.gov:Gregory Pyrek, msaldana@wsalamo.org:null	
San Antonio Career Center	San Antonio	TX	78220	jessica.buerger@ruralcapital.net:Jessica Buerger, mark.renninger@tvc.texas.gov:Mark Renninger	210-581-0169
San Antonio Job and Career Resources	San Antonio	TX	78237	david.gonzalez@tvc.state.tx.us:David Gonzalez	
UNIVERSITY OF TEXAS	San Antonio	TX	78249	victoria.tesillo@utsa.edu:VICTORIA TESILLO	2104584589
University of the Incarnate Word	San Antonio	TX	78201	careers@uiwtx.edu:Clarissa Tejeda	210-832-5627
AVANCE SAN ANTONIO	San Antonio	TX	78207	gschapa@avancesa.org:GEORGETTE CHAPA YESENIA GONZALEZ	2102233667
WAYLAND BAPTIST UNIVERSITY/SAN ANTONIO	San Antonio	TX	78233	jtodd@wbu.edu:STUDENT JOB POSTINGS	2108267595
CASEY FAMILY PROGRAM	San Antonio	TX	78212	gurdiales@casey.org:GARY URDIALES/IRENE GARZA	2103543200
GOODWILL INDUSTRIES	San Antonio	TX	78201	bbalencia@goodwillsa.org:REBECCA BALENCIA	210-380-0898
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BAPTIST UNIVERSITY OF THE AMERICAS	San Antonio	TX	78224	darryl.crooms@bua.edu:Rev. Darryl F. Crooms	2109244338
Workforce Solutions Alamo Career Center	San Antonio	TX	78227	jose.sanchez@tvc.texas.gov:Jose Sanchez, paul.rivera@tvc.state.tx.us:Paul Rivera	210-436-0670
Workforce Solutions Alamo East Houston	San Antonio	TX	78220	adrain.king@tvc.state.tx.us:Adrain King, jose.sanchez@tvc.texas.gov:Jose Sanchez, mark.renninger@tvc.texas.gov:Mark Renniger, patrick.driscoll@tvc.texas.gov:Patrick Driscoll, victor.barnes@tvc.texas.gov:Victor Barnes, wilma.martinez@serjobssa.org:Wilma Martinez	210-581-0190
HALLMARK COLLEGE	San Antonio	TX	78230	djeffreys@hallmarkcollege.edu:Denise Jeffreys	2106909000
Workforce Solutions Alamo Walzem	San Antonio	TX	78218	charles.boarman@tvc.texas.gov:Charles Boarman, cynthia.varnadoe@tvc.texas.gov:null, janice.maupin-anderson@tvc.texas.gov:Janice Maupin-Anderson, laurie.pimentel-johnson@tvc.texas.gov:Laurie Pimentel	210-822-7640
SAN ANTONIO INDEPENDENT LIVING SVC	San Antonio	TX	78210	apulido@sailstx.org:ALBERT PULIDO	2102811878
TRINITY UNIV/DEPT OF MASS COMMUNICATIONS	San Antonio	TX	78212	jhender4@trinity.edu:DR JENNIFER HENDERSON	2109998116
Joint Base San Antonio-Sam Houston ACAP Center	San Antonio	TX	78234	barbara.j.echols.ctr@mail.mil:BARBARA ECHOLS/TAP	2102211213
San Antonio Lighthouse for the Blind	San Antonio	TX	78210	paula@salighthouse.org:Paula Blacklock	
American G.I. Forum Veterans Center	San Antonio	TX	78205	giforum@agif-nvop.org:null, nvopweb@agif-nvop.org:null	210-354-4892
TX Division for Rehabilitation Services	San Antonio	TX	78228	mary.saenz@dars.state.tx.us:Mary Jane Saenz	
TRINITY UNIVERSITY	San Antonio	TX	78212	careerservices@trinity.edu:SAMANTHA JONES	2109998321
Wounded Warrior Project	San Antonio	TX	78249	mbarnes@woundedwarriorproject.org:Marcus Barnes	210-569-0302
Workforce Solutions Alamo New Braunfels	New Braunfels	TX	78130	adrain.king@tvc.texas.gov:Al King, btharp@wsalamo.org:Brian Tharp, joel.hart@tvc.state.tx.us:Joel Hart, jose.sanchez@tvc.texas.gov:Jose Sanchez	830-629-2010
CHRISTIAN HOPE RESOURCE CTR	San Antonio	TX	78237	davidhr@drydoctor.com:DAVID KARNEY	2107323776
TEXAS DIV FOR REHABILITATION SERVICES	San Antonio	TX	78249	mary.cuellar@dars.state.tx.us:JOB POSTINGS	
ST PHILLIPS COLLEGE	San Antonio	TX	78203	ycrooms@alamo.edu:YOLANDA CROOMS	2104862397
WorkforceSolutions Alamo - Hillcrest	San Antonio	TX	78228	charles.benson@tvc.texas.gov:Charles Benson, ray.curiel@tvc.texas.gov:Ray Curiel, richard.guerrero@tvc.state.tx.us:Richard Guerrero, smercadel@wsalamo.org:Spring Mercadel, todd.arend@tvc.texas.gov:Todd Arend	210-582-1555
Workforce Solutions Alamo - South Flores	San Antonio	TX	78228	della.lopez@tvc.texas.gov:Della Lopez, gregory.pyrek@tvc.texas.gov:Gregory Pyrek, msaldana@wsalamo.org:null	
San Antonio Career Center	San Antonio	TX	78220	jessica.buerger@ruralcapital.net:Jessica Buerger, mark.renninger@tvc.texas.gov:Mark Renninger	210-581-0169
San Antonio Job and Career Resources	San Antonio	TX	78237	david.gonzalez@tvc.state.tx.us:David Gonzalez	
UNIVERSITY OF TEXAS	San Antonio	TX	78249	victoria.tesillo@utsa.edu:VICTORIA TESILLO	2104584589
University of the Incarnate Word	San Antonio	TX	78201	careers@uiwtx.edu:Clarissa Tejeda	210-832-5627
AVANCE SAN ANTONIO	San Antonio	TX	78207	gschapa@avancesa.org:GEORGETTE CHAPA YESENIA GONZALEZ	2102233667
WAYLAND BAPTIST UNIVERSITY/SAN ANTONIO	San Antonio	TX	78233	jtodd@wbu.edu:STUDENT JOB POSTINGS	2108267595
CASEY FAMILY PROGRAM	San Antonio	TX	78212	gurdiales@casey.org:GARY URDIALES/IRENE GARZA	2103543200
GOODWILL INDUSTRIES	San Antonio	TX	78201	bbalencia@goodwillsa.org:REBECCA BALENCIA	210-380-0898
Texas Vets Commission	San Antonio	TX	78220	patrick.driscoll@tvc.texas.gov:Patrick Driscoll	210-581-0177
ST MARY'S UNIVERSITY	San Antonio	TX	78201	career@stmarytx.edu:Amy Diepenbrock	210-436-3102
BEXAR AREA AGENCY ON AGING	San Antonio	TX	78217	mail@aacog.com:DR MARTHA SPINKS	2104473275
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TEXAS DIV FOR REHABILITATION SERVICES	San Antonio	TX	78249	mary.cuellar@dars.state.tx.us:JOB POSTINGS	
LAREDO COMMUNITY COLLEGE	Laredo	TX	78040	studentsuccessctr@laredo.edu:CARMELINO CASTILLO	9567215704
CATHOLIC SOCIAL SVC OF LAREDO	Laredo	TX	78040	mmendoza@dioceseoflaredo.org:MELINDA MENDOZA	956-727-2140
WorkForce Solutions of South Texas	Laredo	TX	78041	andrea.delagarza@southtexasworkforce.org:Andrea Delagarza, Francisco.Martinez@twc.state.tx.us:Francisco Martinez, jose.sanchez@tvc.texas.gov:Jose Sanchez	956-765-1804
TEXAS A & M INTNL UNIV/LANG/LIT/ARTS	Laredo	TX	78040	tmitchell@tamiu.edu:JOB LISTINGS	956-326-2470
TEXAS MIGRANT COUNCIL	Laredo	TX	78041	richard.perales@mail.tmccentral.org:RICHARD PERALES/JOB POSTINGS	9567266909
TX Division for Rehabilitation Services	Laredo	TX	78045	mary.saenz@dars.state.tx.us:Mary Jane Saenz	
TEXAS A & M INTERNATIONAL UNIV	Laredo	TX	78040	laura.martinez@tamiu.edu:LAURA MARTINEZ	956-326-2264
ST PHILLIPS COLLEGE	San Antonio	TX	78203	ycrooms@alamo.edu:YOLANDA CROOMS	2104862397
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WAYLAND BAPTIST UNIVERSITY/SAN ANTONIO	San Antonio	TX	78233	jtodd@wbu.edu:STUDENT JOB POSTINGS	2108267595
Workforce Solutions Alamo New Braunfels	New Braunfels	TX	78130	adrain.king@tvc.texas.gov:Al King, btharp@wsalamo.org:Brian Tharp, joel.hart@tvc.state.tx.us:Joel Hart, jose.sanchez@tvc.texas.gov:Jose Sanchez	830-629-2010

FCC Source Evaluation Report

FCC Unit: 5675 South Texas

County/State: Bexar TX

Vacancies filled from: 5/18/2016-8/31/2016

Source Description	# Applicants	# Interviews	# Hires
ATWCC : Ad - Time Warner Cable Careers Channel	1	1	1
CTSTC : College - Texas State Technical College	1	1	1
DIND : Direct Sourcing - Indeed	4	4	4
DOPH : Direct Sourcing - Open House	43	43	38
DRCC : Direct Sourcing - Recruiter Cold Call	1	1	1
ESN : Email Subscription/Notification	1	1	1
FCTG : Referral - Referred by a Time Warner employee	25	25	24
FPRO : Professional Referral - Referral	2	2	2
FTWC : Referral - TW Cable Employee Referral	80	80	73
GOOG : Internet - Google	1	1	1
IJBSJ : Internet Job Board- SnagaJob	1	1	1
Internet - Jobs2Web	1	1	0
JLCL : Job Fair - Local	1	1	1
JNJF : Job Fair - Job News	1	1	0
JTWC : Job Fair-TWC hosted	2	2	2
JUNE : Job Fair - Unemployment Office	7	7	7
NFCB : Internet - Facebook.com	1	1	0
NIND : Internet - Indeed	25	25	25
NJBC : Internet - Job.com	1	1	1
PCTG : Former Employee - Former employee of a Time Warner company	18	18	17
PPCI : Campaign - Indeed	1	1	1
PSA : Contractor - Conversion	7	7	7
QTMP : Internal-Temp	1	1	1
QTWC : Internal - From Time Warner Cable	54	53	54
UOTR : Organization - Other	1	1	1
UTWC : Organization - Texas Workforce Commission	3	3	2
UUEO : Organization - Unemployment Office	1	1	1
UWRC : Organization - Workforce Center	1	1	1
WATW : Website - TimeWarner Careers	37	36	36
WCTG : Website - Directly through this Time Warner Career site	23	23	20
Website - Internal Opportunities	453	193	1
Website - TimeWarner Careers	3907	278	8
WINT : Website - Internal Opportunities	5	5	5
WQAG : Website - TWC QA Gateway	4	3	4
XCTG : Other - Through some other source	1	1	1
Total:	**4716**	**824**	**343**