

## FCC Unit Address List

FCC Unit	Address	City	State	Postal
3752	222 N Wilkinson Dr	Laurinburg	NC	28352
	4366 Bluffton Pkwy	Bluffton	SC	29910
	9810 Two Notch Rd	Columbia	SC	29223
	1030 Harden St	Columbia	SC	29205
	1741 Highway 9 W	Dillon	SC	29536
	3232 Bryson Dr	Florence	SC	29501
	2520 S Highway 17	Garden City	SC	29576
	1340 N Fraser St	Georgetown	SC	29440
	1920 W Bobo Newsome Hwy	Hartsville	SC	29550
	890 William Hilton Pkwy	Hilton Head	SC	29928
	207 N Ron McNair Blvd	Lake City	SC	29560
	11546 Hwy 17 Byp	Murrells Inlet	SC	29576
	1901 N Oak St	Myrtle Beach	SC	29577
	1907 N Oak St	Myrtle Beach	SC	29577
	757 Main St	North Myrtle Beach	SC	29582
	1125 Orangeburg Mall	Orangeburg	SC	29115
	410 Trolley Rd	Summerville	SC	29483
	1525 Old Trolley Rd	Summerville	SC	29485
	1170 N Guignard Dr	Sumter	SC	29150
	3347 Platt Springs Rd	West Columbia	SC	29170

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

<b>SECTION I IDENTIFYING INFORMATION</b>		
A. Name of Operator: TIME WARNER CABLE		
MSO Name: CHARTER COMMUNICATIONS		
B. Employment Unit's Mailing Address 7910 CRESCENT EXECUTIVE DRIVE		
City CHARLOTTE	State NC	Zip Code 28217-
FCC Registration Number: 0024928004		
Emp. Unit ID # 3752		
<b>Application Purpose</b>		
<input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report		
<input type="checkbox"/> Supplemental Investigation Sheet (SIS) Attached		
C. County and State in which unit's employment office is located RICHLAND, SC		
D. Category of Respondent (check applicable box)		
<input type="checkbox"/> Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V <input checked="" type="checkbox"/> 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.)		

<b>SECTION II COMMUNITY INFORMATION</b>			
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?	<input checked="" type="radio"/> Yes <input type="radio"/> No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	<input checked="" type="radio"/> Yes <input type="radio"/> 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?	<input checked="" type="radio"/> Yes <input type="radio"/> No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	<input checked="" type="radio"/> Yes <input type="radio"/> 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?	<input checked="" type="radio"/> Yes <input type="radio"/> 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?	<input checked="" type="radio"/> Yes <input type="radio"/> 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?	<input checked="" type="radio"/> Yes <input type="radio"/> 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?	<input checked="" type="radio"/> Yes <input type="radio"/> 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?	<input checked="" type="radio"/> Yes <input type="radio"/> 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 	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).

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## **Exhibits**

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**FCC Sourcing Report**

FCC Unit: 3752 South Carolina

County/State: Richland, SC

Vacancies filled from: 5/18/2016-08/31/2016

Requisition #	Job Title	Source Description	# Applicants	# Interviews	# Hires
<b>176654BR</b>	<b>Rep 1, Retention Nonexempt</b>	DIND : Direct Sourcing - Indeed	3	3	2
		FCTG : Referral - Referred by a Time Warner employee	5	5	5
		FTWC : Referral - TW Cable Employee Referral	1	1	0
		GCTG : Professional Referral - Referred by a professional colleague	1	1	1
		IJBZR : Ziprecruiter- Internet job board	1	1	1
		NFCB : Internet - Facebook.com	2	2	2
		NIND : Internet - Indeed	7	7	6
		PCTG : Former Employee - Former employee of a Time Warner company	2	2	2
		WATW : Website - TimeWarner Careers	5	5	5
		Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	304	34	0
		ZCBR : Research - Careerbuilder	1	1	1
<b>176772BR</b>	<b>Rep 1, Retention Nonexempt</b>	ATWCC : Ad - Time Warner Cable Careers Channel	2	2	2
		DIND : Direct Sourcing - Indeed	1	1	1
		FCTG : Referral - Referred by a Time Warner employee	9	9	9
		FPRO : Professional Referral - Referral	1	1	1
		FTWC : Referral - TW Cable Employee Referral	6	6	6
		GCTG : Professional Referral - Referred by a professional colleague	1	1	1
		JUNE : Job Fair - Unemployment Office	1	1	1
		NBYD : Internet - Beyond.com	1	1	1
		NFCB : Internet - Facebook.com	2	2	2
		NIND : Internet - Indeed	10	10	10
		UUEO : Organization - Unemployment Office	1	1	1
		WATW : Website - TimeWarner Careers	1	1	1
		Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	501	66	0
		ZCBR : Research - Careerbuilder	1	1	1
<b>176780BR</b>	<b>Rep 1, Retention Nonexempt</b>	ACTG : Ad - Through a print, radio, or TV advertisement	10	10	7
		ATWCC : Ad - Time Warner Cable Careers Channel	6	6	5
		FCTG : Referral - Referred by a Time Warner employee	9	9	7
		FPRO : Professional Referral - Referral	2	2	0

		FTIC : Referral - Time Inc. Employee Referral	1	1	1
		FTWC : Referral - TW Cable Employee Referral	6	6	5
		NGSD : Internet - Glassdoor.com	1	1	1
		NIND : Internet - Indeed	6	6	5
		NMOB : Internet - Monster	1	1	1
		QTWC : Internal - From Time Warner Cable	1	1	1
		WATW : Website - TimeWarner Careers	11	10	10
		Website - TimeWarner Careers	419	51	0
<b>177145BR</b>	<b>Specialist, Retail Sales Nonexempt</b>	WATW : Website - TimeWarner Careers	1	1	1
		Website - TimeWarner Careers	4	0	0
<b>177564BR</b>	<b>Tech 1, Installation Nonexempt</b>	QTWC : Internal - From Time Warner Cable	1	1	1
<b>177678BR</b>	<b>Tech 1, Installation Nonexempt</b>	FTWC : Referral - TW Cable Employee Referral	1	1	1
		Website - TimeWarner Careers	23	5	0
<b>177730BR</b>	<b>Spec, Retail Sales - PT Nonexempt</b>	Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	65	1	0
<b>177732BR</b>	<b>Spec, Retail Sales - PT Nonexempt</b>	Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	61	0	0
<b>177733BR</b>	<b>Spec, Retail Sales - PT Nonexempt</b>	WATW : Website - TimeWarner Careers	2	2	2
		Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	34	0	0
<b>177752BR</b>	<b>Supervisor, Retention Exempt</b>	Website - Internal Opportunities	27	16	0
<b>177754BR</b>	<b>Account Executive 1 Commercial Exempt</b>	WATW : Website - TimeWarner Careers	1	1	1
		Website - Internal Opportunities	6	4	0
		Website - TimeWarner Careers	39	3	0
<b>177767BR</b>	<b>Tech 1, Installation Nonexempt</b>	WATW : Website - TimeWarner Careers	1	1	1
		Website - TimeWarner Careers	8	2	0
<b>177912BR</b>	<b>Rep 1, Direct Sales Exempt</b>	NRML : Internet - RecruitMilitary.com	1	1	1
		Website - TimeWarner Careers	4	2	0
<b>177962BR</b>	<b>Tech 1, Maintenance Nonexempt</b>	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	1	1	0
<b>178037BR</b>	<b>Account Executive 1 Commercial Exempt</b>	PCTG : Former Employee - Former employee of a Time Warner company	1	1	1
		Website - Internal Opportunities	2	2	0
		Website - TimeWarner Careers	22	2	0
<b>178097BR</b>	<b>Sr Mgr, Sales Support Exempt</b>	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	5	2	0
<b>178152BR</b>	<b>Spec, Resource Management Nonexempt</b>	Website - Internal Opportunities	3	3	0

178275BR	Specialist, Retail Sales Nonexempt	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - TimeWarner Careers	18	0	0
178322BR	HUB Technician - Int Nonexempt	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	6	6	0
178323BR	HUB Technician - Int Nonexempt	Website - Internal Opportunities	5	5	0
178359BR	Specialist, Retail Sales Nonexempt	DIND : Direct Sourcing - Indeed	1	1	1
		Website - TimeWarner Careers	13	1	0
178386BR	Rep 1, Direct Sales Exempt	Website - TimeWarner Careers	21	0	0
178478BR	Administrator, Sales Nonexempt	FCTG : Referral - Referred by a Time Warner employee	2	2	2
		NIND : Internet - Indeed	2	2	2
		PCTG : Former Employee - Former employee of a Time Warner company	1	1	0
		WCTG : Website - Directly through this Time Warner Career site	3	3	2
		Website - Internal Opportunities	4	1	0
		Website - TimeWarner Careers	36	3	0
178498BR	Tech 1, Maintenance Nonexempt	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	5	4	0
178512BR	Administrator, Sales Nonexempt	WCTG : Website - Directly through this Time Warner Career site	1	1	1
		Website - Internal Opportunities	1	1	0
		Website - TimeWarner Careers	2	1	0
178543BR	Rep 1, Retention Nonexempt	FCTG : Referral - Referred by a Time Warner employee	6	6	5
		FPRO : Professional Referral - Referral	1	1	0
		FTWC : Referral - TW Cable Employee Referral	2	2	2
		GOOG : Internet - Google	1	1	1
		NCBC : Internet - Career Builders	1	1	0
		NGSD : Internet - Glassdoor.com	1	1	1
		NIND : Internet - Indeed	4	4	3
		WATW : Website - TimeWarner Careers	4	4	3
		Website - TimeWarner Careers	219	24	0
178631BR	Specialist, Retail Sales Nonexempt	FTWC : Referral - TW Cable Employee Referral	1	1	1
		Website - Internal Opportunities	1	1	0
		Website - TimeWarner Careers	30	2	0
178637BR	Tech, Advanced Services - Lead Nonexempt	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	3	3	0
178686BR	Supv, Install/Svcs Contractor Exempt	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	7	3	0
		Website - TimeWarner Careers	22	4	0

178691BR	Rep 1, Direct Sales Exempt	FTWC : Referral - TW Cable Employee Referral	1	1	1
		Website - TimeWarner Careers	12	1	0
178697BR	Tech 1, Installation Nonexempt	WATW : Website - TimeWarner Careers	2	2	2
		Website - TimeWarner Careers	23	5	0
178710BR	Specialist, Retail Sales Nonexempt	NIND : Internet - Indeed	1	1	1
		Website - Internal Opportunities	1	1	0
		Website - TimeWarner Careers	23	1	0
178765BR	VP, Area Management Exempt	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	8	0	0
		Website - TimeWarner Careers	19	0	0
178768BR	Dir, Business Planning Exempt	Website - Internal Opportunities	4	0	0
		Website - TimeWarner Careers	10	0	0
178978BR	Rep 1, Direct Sales Exempt	Website - TimeWarner Careers	2	0	0
178995BR	Dir, Field Business Planning Exempt	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	6	3	0
		Website - TimeWarner Careers	16	0	0
179014BR	Supervisor, Retail Sales Exempt	Website - Internal Opportunities	14	6	0
		Website - TimeWarner Careers	10	0	0
179015BR	Specialist, Retail Sales Nonexempt	Website - Internal Opportunities	16	7	0
		Website - TimeWarner Careers	66	1	0
179069BR	Tech 1, Installation Nonexempt	Website - TimeWarner Careers	42	0	0
179070BR	Tech 1, Installation Nonexempt	NIND : Internet - Indeed	1	1	1
		NLIN : Internet - LinkedIn	1	1	1
		WATW : Website - TimeWarner Careers	2	2	2
		Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	54	4	0
179085BR	Spec, Retail Sales - PT Nonexempt	NIND : Internet - Indeed	1	1	1
		Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	35	2	0
179135BR	Rep 1, Direct Sales Exempt	ATWCC : Ad - Time Warner Cable Careers Channel	1	1	1
179143BR	Tech 1, Installation Nonexempt	WATW : Website - TimeWarner Careers	2	2	2
		Website - TimeWarner Careers	11	9	0
179161BR	Tech 1, Installation Nonexempt	FCTG : Referral - Referred by a Time Warner employee	1	1	1
		WATW : Website - TimeWarner Careers	3	3	3
		Website - TimeWarner Careers	29	6	0
179201BR	Mgr, Install, Srvs & Main Exempt	QTWC : Internal - From Time Warner Cable	1	1	1



		Website - Internal Opportunities	9	8	0
		Website - TimeWarner Careers	8	4	0
<b>179215BR</b>	<b>Rep 1, Direct Sales Exempt</b>	NIND : Internet - Indeed	3	3	3
		PCTG : Former Employee - Former employee of a Time Warner company	1	1	1
		QTWC : Internal - From Time Warner Cable	1	1	1
		Website - TimeWarner Careers	2	2	0
<b>179216BR</b>	<b>Rep 1, Direct Sales Exempt</b>	NMOB : Internet - Monster	1	1	1
		Website - TimeWarner Careers	6	3	0
<b>179229BR</b>	<b>Tech 1, Installation Nonexempt</b>	NIND : Internet - Indeed	2	2	1
		Website - TimeWarner Careers	20	7	0
<b>179230BR</b>	<b>Tech 1, Installation Nonexempt</b>	Website - TimeWarner Careers	7	0	0
<b>179437BR</b>	<b>Tech 1, Installation Nonexempt</b>	WATW : Website - TimeWarner Careers	12	12	11
		Website - TimeWarner Careers	64	10	0
<b>179442BR</b>	<b>Administrator, Sales Nonexempt</b>	NIND : Internet - Indeed	5	5	5
		PCTG : Former Employee - Former employee of a Time Warner company	1	1	1
		QTWC : Internal - From Time Warner Cable	1	1	1
		WCTG : Website - Directly through this Time Warner Career site	1	1	1
		Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	67	6	0
<b>179534BR</b>	<b>Dir, Human Resources I Exempt</b>	Website - Internal Opportunities	2	1	0
		Website - TimeWarner Careers	24	3	0
<b>179721BR</b>	<b>Tech 1, Maintenance Nonexempt</b>	Website - Internal Opportunities	8	8	1
<b>179735BR</b>	<b>Dir, Field Engineering Exempt</b>	Website - Internal Opportunities	9	3	0
		Website - TimeWarner Careers	4	0	0
<b>179827BR</b>	<b>HR Coordinator Nonexempt</b>	Website - Internal Opportunities	5	3	0
<b>179830BR</b>	<b>Sr. HR Generalist Exempt</b>	Website - Internal Opportunities	1	1	0
		Website - TimeWarner Careers	38	1	0
<b>179976BR</b>	<b>Mgr, Maintenance Exempt</b>	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	6	3	0
<b>180024BR</b>	<b>Tech 1, Advanced Services Nonexempt</b>	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	9	7	0
<b>180070BR</b>	<b>Supervisor, Install &amp; Service Exempt</b>	Website - Internal Opportunities	7	4	0
		Website - TimeWarner Careers	18	6	0
<b>180257BR</b>	<b>Mgr, Field Business Planning Exempt</b>	Website - Internal Opportunities	3	0	0
		Website - TimeWarner Careers	5	0	0

<b>180379BR</b>	<b>VP, Retention Center Exempt</b>	Website - Internal Opportunities	1	0	0
<b>180489BR</b>	<b>Administrator, Sales Nonexempt</b>	WATW : Website - TimeWarner Careers	1	1	1
		Website - Internal Opportunities	7	0	0
		Website - TimeWarner Careers	35	2	0
<b>Grand Total</b>			<b>2915</b>	<b>596</b>	<b>194</b>

## 2016 Recruitment Initiatives

### CFR § 76.75 (b) (2)

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#### FCC Unit: 3752

11. Sponsorship of at least one event in the community designed to inform and educate the public as to employment opportunities in multichannel video programming communications.

#### **Columbia Onsite Briefing Meeting**

- ) August 17, 2016
- ) West Columbia, SC- On site
- ) Attendees: SC Vocational Rehabilitation, SC Unemployment, SC Veterans Representatives, TWC Talent Acquisition, HR Director
- ) Tour of facility, presentation of jobs at this location and how to partner with all organizations
- ) Training

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  
 3752 South Carolina  
 Richland, SC

Agency Name	City	State	Zip Code	Recipient Email	Phone #
Scotland County NcWorks Career Center	Laurinburg	NC	28352	Adrian.Lowery@lumberrivercog.org;Adrian Lowery, benjamin.thomas@ncommerce.com;Benjamin Thomas, betty.galloway@ncommerce.com;Betty Galloway, regina.smalls@ncommerce.com;Regina Smalls, Robert.Johnson@ncommerce.com;Robert Johnson, tony.murphy@ncommerce.com;Tony Murphy	910-276-4260
Dillon County One Stop Workforce Center	Dillon	SC	29536	nfinklea@bellsouth.net;null, sglenn@scworks.org;null	843-774-1420
IGLESIA BIBLICA LATINO AMERICA	Columbia	SC	29201	tblarp@gmail.com;JOSE JUAN DIAZ	803-738-9110
UNIVERSITY OF SOUTH CAROLINA	Columbia	SC	29208	career@sc.edu;ALLISON STURDIVANT/CAREER CENTER	8037777280
ABLE SC	Columbia	SC	29201	lbsoma@able-sc.org;Lynne Bosma	864-235-1421
Disabled American Veterans of South Carolina	West Columbia	SC	29171	evanshsgm@att.net;Harmon Evans	
Department of Veteran Affairs: Vocational Rehabilitation and Employment (VR&A)	Columbia	SC	29209	donna.glazer@va.gov;Donna Glazer	803-647-2397
NAACP	Columbia	SC	29203	info@snaacp.org;Dwight James	8037544584
WEBSTER UNIVERSITY	Columbia	SC	29203	jonesa@webster.edu;ALICE JONES	8036990900
AARP	Columbia	SC	29201	scaarp@aarp.org;SENIOR JOB POSTINGS	8663895655
ECPI COLLEGE-TECHNOLOGY	Columbia	SC	29210	bhall@ecpi.edu;STUDENT JOB POSTINGS	8036952309
SOUTH UNIVERSITY	Columbia	SC	29203	lnwilliams@southuniversity.edu;L. Nicole Williams	8039354417
NEW COVENANT WOMEN MINISTRIES	Columbia	SC	29224	goodsfa@aol.com;BARBARA FISHBURN	
Midlands Workforce Center (Columbia)	Columbia	SC	29201	bjackson@dew.sc.gov;Benjamin Jackson, gwilliams@dew.sc.gov;Glenn Williams, jamclellan@dew.sc.gov;John Mcllellan	803-737-0253
ALLEN UNIVERSITY	Columbia	SC	29204	alzen43@aol.com;ALZEN SMITH/CAREER SVCS	8033765964
Strayer University - Columbia Campus	Columbia	SC	29210	mary.rhuc@strayer.edu;Mary Rhue	8037502531
Fort Jackson ACAP Center	Columbia	SC	29207	janice.b.evans@us.army.mil;Janice Evans/Nel Gainey/Barbara Martin	8037514109
Fort Jackson Employment Readiness Program	Columbia	SC	29207	barbara.martin@us.army.mil;Barbara Martin	803-751-5256
University Of South Carolina	Columbia	SC	29201	manthony@mailbox.sc.edu;Mark Anthony	803-777-5113
COLUMBIA INTERNATIONAL UNIVERSITY	Columbia	SC	29230	careerservices@ciu.edu;CLAUDIA KAMEN	8037544100
University Of South Carolina	Columbia	SC	29201	byrdac@mailbox.sc.edu;Ashley Byrd-White	803-777-5113
University Of South Carolina	Columbia	SC	29201	hogueam@mailbox.sc.edu;Alison Hogue	803-777-5113
SC VOCATIONAL REHABILITATION	Columbia	SC	29170	kalston@scvrd.state.sc.us;Kristen Alston	8038966341
SC Commission for the Blind	Columbia	SC	29201	csandel@sccb.sc.gov;Cal Sandel	803-898-8799
University Of South Carolina	Columbia	SC	29201	chrisl@mailbox.sc.edu;Christopher Lewandowski	803-777-5113
Dorn VAMC	Columbia	SC	29209	margaret.battle@va.gov;Margaret Battle	803.776.4000
University Of South Carolina	Columbia	SC	29201	waughe@mailbox.sc.edu;Emma Waugh	803-777-5113
Dorn VAMC	Columbia	SC	29209	patricia.bradford@va.gov;Patricia Bradford	803.776.4000
University Of South Carolina	Columbia	SC	29201	will3566@mailbox.sc.edu;Andrea Williams	803-777-5113
SC-South Carolina Association of Community Action Partnerships	Columbia	SC	29204	jmsccapa@bellsouth.net;Jessica McMoore	8037719404
SC-Waterree Community Action Agency, Inc.	Columbia	SC	29202	jcoleman@wcai.org;Dr James Coleman	8038079811
ALSTON WILKES SOCIETY	Columbia	SC	29203	brippy@alstonwilkesociety.org;BARBARA RIPPY/JOB POSTINGS	8037992490
National Association of University Women	Columbia	SC	29250	muffin@sc.rr.com;Mildred McDuffie	
Dillon County One Stop Workforce Center	Dillon	SC	29536	nfinklea@bellsouth.net;null, sglenn@scworks.org;null	843-774-1420
Scotland County NcWorks Career Center	Laurinburg	NC	28352	Adrian.Lowery@lumberrivercog.org;Adrian Lowery, benjamin.thomas@ncommerce.com;Benjamin Thomas, betty.galloway@ncommerce.com;Betty Galloway, regina.smalls@ncommerce.com;Regina Smalls, Robert.Johnson@ncommerce.com;Robert Johnson, tony.murphy@ncommerce.com;Tony Murphy	910-276-4260
IGLESIA BIBLICA LATINO AMERICA	Columbia	SC	29201	tblarp@gmail.com;JOSE JUAN DIAZ	803-738-9110
UNIVERSITY OF SOUTH CAROLINA	Columbia	SC	29208	career@sc.edu;ALLISON STURDIVANT/CAREER CENTER	8037777280
ABLE SC	Columbia	SC	29201	lbsoma@able-sc.org;Lynne Bosma	864-235-1421
Disabled American Veterans of South Carolina	West Columbia	SC	29171	evanshsgm@att.net;Harmon Evans	
Department of Veteran Affairs: Vocational Rehabilitation and Employment (VR&A)	Columbia	SC	29209	donna.glazer@va.gov;Donna Glazer	803-647-2397
NAACP	Columbia	SC	29203	info@snaacp.org;Dwight James	8037544584
WEBSTER UNIVERSITY	Columbia	SC	29203	jonesa@webster.edu;ALICE JONES	8036990900
AARP	Columbia	SC	29201	scaarp@aarp.org;SENIOR JOB POSTINGS	8663895655
ECPI COLLEGE-TECHNOLOGY	Columbia	SC	29210	bhall@ecpi.edu;STUDENT JOB POSTINGS	8036952309
SOUTH UNIVERSITY	Columbia	SC	29203	lnwilliams@southuniversity.edu;L. Nicole Williams	8039354417
NEW COVENANT WOMEN MINISTRIES	Columbia	SC	29224	goodsfa@aol.com;BARBARA FISHBURN	
Midlands Workforce Center (Columbia)	Columbia	SC	29201	bjackson@dew.sc.gov;Benjamin Jackson, gwilliams@dew.sc.gov;Glenn Williams, jamclellan@dew.sc.gov;John Mcllellan	803-737-0253
ALLEN UNIVERSITY	Columbia	SC	29204	alzen43@aol.com;ALZEN SMITH/CAREER SVCS	8033765964
Strayer University - Columbia Campus	Columbia	SC	29210	mary.rhuc@strayer.edu;Mary Rhue	8037502531
Fort Jackson ACAP Center	Columbia	SC	29207	janice.b.evans@us.army.mil;Janice Evans/Nel Gainey/Barbara Martin	8037514109
Fort Jackson Employment Readiness Program	Columbia	SC	29207	barbara.martin@us.army.mil;Barbara Martin	803-751-5256
University Of South Carolina	Columbia	SC	29201	manthony@mailbox.sc.edu;Mark Anthony	803-777-5113
COLUMBIA INTERNATIONAL UNIVERSITY	Columbia	SC	29230	careerservices@ciu.edu;CLAUDIA KAMEN	8037544100
University Of South Carolina	Columbia	SC	29201	byrdac@mailbox.sc.edu;Ashley Byrd-White	803-777-5113
University Of South Carolina	Columbia	SC	29201	hogueam@mailbox.sc.edu;Alison Hogue	803-777-5113
SC VOCATIONAL REHABILITATION	Columbia	SC	29170	kalston@scvrd.state.sc.us;Kristen Alston	8038966341
SC Commission for the Blind	Columbia	SC	29201	csandel@sccb.sc.gov;Cal Sandel	803-898-8799
University Of South Carolina	Columbia	SC	29201	chrisl@mailbox.sc.edu;Christopher Lewandowski	803-777-5113
Dorn VAMC	Columbia	SC	29209	margaret.battle@va.gov;Margaret Battle	803.776.4000
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SC-Waterree Community Action Agency, Inc.	Columbia	SC	29202	jcoleman@wcai.org;Dr James Coleman	8038079811
ALSTON WILKES SOCIETY	Columbia	SC	29203	brippy@alstonwilkesociety.org;BARBARA RIPPY/JOB POSTINGS	8037992490
National Association of University Women	Columbia	SC	29250	muffin@sc.rr.com;Mildred McDuffie	
Sumter Workforce Center	Sumter	SC	29150	ethompson@sces.org;Edward Thompson, hhghsmith@dew.sc.gov;null	803-934-4056
NEW COVENANT WOMEN MINISTRIES	Columbia	SC	29224	goodsfa@aol.com;BARBARA FISHBURN	
Georgetown One-Stop Workforce Center	Georgetown	SC	29440	joxendine@dew.sc.gov;null, kwheeler@wrcog.org;null	843-546-8581
SC Works Georgetown	Georgetown	SC	29440	joxendine@dew.sc.gov;null, kwheeler@wrcog.org;null	
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South Carolina Vocational Rehabilitation Department	North Charleston	SC	29405	wwest@scvrd.state.sc.us -Walter West	
Dorchester One Stop Career Center	Summerville	SC	29484	cassandraj@toscc.org:Cassandra Jamison, wwilliams@dew.sc.gov:null	843-574-1814
Dillon County One Stop Workforce Center	Dillon	SC	29536	nfinklea@bellsouth.net:null, sglenn@scworks.org:null	843-774-1420
Scotland County NcWorks Career Center	Laurinburg	NC	28352	Adrian.Lowery@lumberrivercog.org:Adrian Lowery, benjamin.thomas@ncommerce.com:Benjamin Thomas, betty.galloway@ncommerce.com:Betty Galloway, regina.smalls@ncommerce.com:Regina Smalls, Robert.Johnson@ncommerce.com:Robert Johnson, tony.murphy@ncommerce.com:Tony Murphy	910-276-4260
Georgetown One-Stop Workforce Center	Georgetown	SC	29440	joxendine@dew.sc.gov:null, kwheeler@wrcog.org:null	843-546-8581
SC Works Georgetown	Georgetown	SC	29440	joxendine@dew.sc.gov:null, kwheeler@wrcog.org:null	
Georgetown One-Stop Workforce Center	Georgetown	SC	29440	joxendine@dew.sc.gov:null, kwheeler@wrcog.org:null	843-546-8581
SC Works Georgetown	Georgetown	SC	29440	joxendine@dew.sc.gov:null, kwheeler@wrcog.org:null	
Dillon County One Stop Workforce Center	Dillon	SC	29536	nfinklea@bellsouth.net:null, sglenn@scworks.org:null	843-774-1420
SC Works Florence Center	Florence	SC	29501	k-gardner@peedeecog.org:null, snbrown@dew.sc.gov:null	843-669-4271
Hartsville One Stop Workforce Center	Hartsville	SC	29550	shampton@dew.sc.gov:null	843-332-1554
Lake City One Stop Workforce/Florence School District 3	Lake City	SC	29560	rbarfield@fsd3.org:Ralston Barfield	843-374-0970
Dillon County One Stop Workforce Center	Dillon	SC	29536	nfinklea@bellsouth.net:null, sglenn@scworks.org:null	843-774-1420
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SC Works Florence Center	Florence	SC	29501	k-gardner@peedeecog.org:null, snbrown@dew.sc.gov:null	843-669-4271
South Carolina Vocational Rehabilitation Department	North Charleston	SC	29405	wwest@scvrd.state.sc.us -Walter West	
Dorchester One Stop Career Center	Summerville	SC	29484	cassandraj@toscc.org:Cassandra Jamison, wwilliams@dew.sc.gov:null	843-574-1814
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Fort Jackson Employment Readiness Program	Columbia	SC	29207	barbara.martin@us.army.mil:Barbara Martin	803-751-5256
University Of South Carolina	Columbia	SC	29201	manthony@mailbox.sc.edu:Mark Anthony	803-777-5113
COLUMBIA INTERNATIONAL UNIVERSITY	Columbia	SC	29230	careerservices@ciu.edu:CLAUDIA KAMEN	8037544100
University Of South Carolina	Columbia	SC	29201	byrdac@mailbox.sc.edu:Ashley Byrd-White	803-777-5113
University Of South Carolina	Columbia	SC	29201	hogueam@mailbox.sc.edu:Alison Hogue	803-777-5113
SC VOCATIONAL REHABILITATION	Columbia	SC	29170	kalston@scvrd.state.sc.us:Kristen Alston	8038966341
SC Commission for the Blind	Columbia	SC	29201	csandel@sccb.sc.gov:Call Sandel	803-898-8799
University Of South Carolina	Columbia	SC	29201	chrisl@mailbox.sc.edu:Christopher Lewandowski	803-777-5113
Dorn VAMC	Columbia	SC	29209	margaret.battle@va.gov:Margaret Battle	803.776.4000
University Of South Carolina	Columbia	SC	29201	waughe@mailbox.sc.edu:Emma Waugh	803-777-5113
Dorn VAMC	Columbia	SC	29209	patricia.bradford@va.gov:Patricia Bradford	803.776.4000
University Of South Carolina	Columbia	SC	29201	will3566@mailbox.sc.edu:Andrea Williams	803-777-5113
SC-South Carolina Association of Community Action Partnerships	Columbia	SC	29204	jmsccapa@bellsouth.net:Jessica McMoore	8037719404
SC-Waterere Community Action Agency, Inc.	Columbia	SC	29202	jcoleman@wcai.org:Dr James Coleman	8038079811
ALSTON WILKES SOCIETY	Columbia	SC	29203	brippy@alstonwilkesociety.org;BARBARA RIPPY/JOB POSTINGS	8037992490
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SC Works Florence Center	Florence	SC	29501	k-gardner@peedeecog.org:null, snbrown@dew.sc.gov:null	843-669-4271
Hartsville One Stop Workforce Center	Hartsville	SC	29550	shampton@dew.sc.gov:null	843-332-1554
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## FCC Source Evaluation Report

FCC Unit: 3752 South Carolina

County/State: Richland SC

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

Source Description	# Applicants	# Interviews	# Hires
ACTG : Ad - Through a print, radio, or TV advertisement	10	10	7
ATWCC : Ad - Time Warner Cable Careers Channel	9	9	8
DIND : Direct Sourcing - Indeed	5	5	4
FCTG : Referral - Referred by a Time Warner employee	32	32	29
FPRO : Professional Referral - Referral	4	4	1
FTIC : Referral - Time Inc. Employee Referral	1	1	1
FTWC : Referral - TW Cable Employee Referral	18	18	16
GCTG : Professional Referral - Referred by a professional colleague	2	2	2
GOOG : Internet - Google	1	1	1
IJBZR : Ziprecruiter- Internet job board	1	1	1
JUNE : Job Fair - Unemployment Office	1	1	1
NBYD : Internet - Beyond.com	1	1	1
NCBC : Internet - Career Builders	1	1	0
NFCB : Internet - Facebook.com	4	4	4
NGSD : Internet - Glassdoor.com	2	2	2
NIND : Internet - Indeed	42	42	38
NLIN : Internet - LinkedIn	1	1	1
NMOB : Internet - Monster	2	2	2
NRML : Internet - RecruitMilitary.com	1	1	1
PCTG : Former Employee - Former employee of a Time Warner company	6	6	5
QTWC : Internal - From Time Warner Cable	16	16	16
UUEO : Organization - Unemployment Office	1	1	1
WATW : Website - TimeWarner Careers	48	47	45
WCTG : Website - Directly through this Time Warner Career site	5	5	4
Website - Internal Opportunities	204	107	1
Website - TimeWarner Careers	2495	274	0
ZCBB : Research - Careerbuilder	2	2	2
<b>Total:</b>	<b>2915</b>	<b>596</b>	<b>194</b>