FCC Unit Address List

FCC Unit	Address	City	State	Postal
13542	100 Cable Way	Staten Island	NY	10303
	1633 Broadway	New York	NY	10019
	184 Airport Rd	White Plains	NY	10604
	200 Roosevelt Place	Palisades Park	NJ	7650
	2865 Richmond Ave	Staten Island	NY	10314
	401 West 219th St	New York	NY	10034
	4211 Broadway	New York	NY	10033
	5120 Broadway	New York	NY	10034
	701 N MacQuesten Pkwy #717	Mt Vernon	NY	10552
	900 South Ave	Staten Island	NY	10314

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 - 20171031ABT

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 # 13542

Application Purpose

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

[x] Supplemental Investigation Sheet (SIS) Attached

C. County and State in which unit's employment office is located
NEW YORK, NY

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) 09/01/16-09/14/16

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 [Exhibit 1]
A 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	Title GVP, LABOR AND EMPLOYEE RELATIONS
Date 10/26/2017	Name of Respondent KEVIN SMITH
Telephone No. (include area code) 2037054832	

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).

FORM FCC 396-C - SUPPLEMENTAL INVESTIGATION SHEET

Part I Employee Job Descriptions

Give brief job descriptions for employees in the job categories specified below. The number specified in the box indicates the number of different job descriptions that are to be submitted for each category. Job descriptions should include the position title and a brief description of the major duties and responsibilities of the individual(s) in the position.

1. Officials and Managers		[Exhibit 4]
2. Professionals		[Exhibit 5]
3. Technicians		[Exhibit 6]
4. Sales Workers	1	[Exhibit 7]
5. Office and Clerical		[Exhibit 8]
6. Craft Workers (skilled)		[Exhibit 9]
7. Operatives (semi-skilled)		[Exhibit 10]
8. Laborers (unskilled)		[Exhibit 11]
9. Service Workers		[Exhibit 12]

Part II Inquiries Concerning EEO Program and Practices

Submit responses to the inquiries indicated by a "check" Responses should be brief, but must provide sufficient information to describe the employment unit's activity and efforts in the area of inquiry.

1. ☑	Describe the employment unit's efforts to comply with the outreach provisions of 47 C.F.R. Section 76.75(b).	[Exhibit 13]
2. ☐	Describe the employment unit's efforts to disseminate widely its equal employment opportunity program to job applicants, employees, and those with whom it regularly does business.	[Exhibit 14]
3. ☐	Name the organizations, media, educational institutions, and other recruitment sources used to attract applicants whenever job vacancies become available.	[Exhibit 15]
4. ☑	Explain the employment unit's efforts to promote in a nondiscriminatory manner to positions of greater responsibility.	[Exhibit 16]
5. ☐	Describe the employment unit's efforts to encourage entrepreneurs to conduct business in a nondiscriminatory manner with all parts of its operation and provide an analysis of the results of those efforts.	[Exhibit 17]
6. ☐	Report the findings of the employment unit's analysis of its efforts to recruit, hire and promote in a nondiscriminatory manner and explain any difficulties encountered in implementing its EEO program.	[Exhibit 18]
7. ☑	Describe the responsibility of each level of the employment unit's management with respect to application and enforcement of its EEO policy and explain the procedure for review and control of managerial and supervisory performance.	[Exhibit 19]
8. ☐	Describe the manner in which the employment unit conducts its continuing review of job structure and employment practices.	[Exhibit 20]
9. ☐	Other Inquiries:	[Exhibit 21]

Part III EEO Public File Report

Attach a copy of the EEO public file report from the previous year. Cable entities are required to place annually such information as is required by 47 C.F.R. Section 76.1702 in their public files. [Exhibit 22]

EMP UNIT ID: 13542	**MSO NAME:** CHARTER COMMUNICATIONS
	OPR NAME: TIME WARNER CABLE

Approved by OMB
3060-1033

Exhibits

Exhibit 7
Description: SALES WORKER JOB DESCRIPTION

SEE ATTACHMENT 7 IN FCC UNIT 13523 BROOKLYN/QUEENS. THIS RESPONSE APPLIES TO ALL FCC UNITS ACROSS CHARTER FOOTPRINT.

Attachment 7

Exhibit 13
Description: QUESTION 1

SEE ATTACHMENT 13 IN FCC UNIT 13523 BROOKLYN/QUEENS. THIS RESPONSE APPLIES TO ALL FCC UNITS ACROSS CHARTER FOOTPRINT.

Attachment 13

Exhibit 16
Description: QUESTION 4

SEE ATTACHMENT 16 IN FCC UNIT 13523 BROOKLYN/QUEENS. THIS RESPONSE APPLIES TO ALL FCC UNITS ACROSS CHARTER FOOTPRINT.

Attachment 16

Exhibit 19
Description: QUESTION 7

SEE ATTACHMENT 19 IN FCC UNIT 13523 BROOKLYN/QUEENS.THIS RESPONSE APPLIES TO ALL FCC UNITS ACROSS CHARTER FOOTPRINT.

Attachment 19

Exhibit 22
Description: 13542 NORTH MANHATTAN EEO REPORT

Attachment 22

Description
13542 North Manhattan EEO Report

2017 Recruitment Initiatives
CFR § 76.75 (b) (2)

FCC Unit: 13542

1. Participation in at least two job fairs by personnel who have substantial responsibility in the making of hiring decisions.

Emma Bowen Career Fair

- June 29, 2017
- Kimmel Center at New York University - New York, NY
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Over 200 Attendees

RecruitMilitary - New York Veterans Job Fair

- March 9, 2017
- Metropolitan Pavilion, 125 West 18th Street, New York, NY 10011
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Large Volume of Attendees

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

Valuing Employees: Positive Employee Relations in the Workplace (Half day)

Employees at this Charter FCC unit participated in the Valuing Employees training. Valuing Employees (VE) is a one day highly interactive class room training for people leaders designed to communicate how the law, Standard Business Conduct and Spectrum policies directly relate to Spectrum's overall business success. The goal of VE training is to enhance the skills sets necessary to improve communication, foster teamwork, reduce risks and create a productive work environment. In the training, participants are challenged with real life workplace scenarios that will require them to apply previously acquired practical skills and skills reinforced in the training to resolve problems. Key Learning Objectives: Understanding the business case for valuing employees and maintaining positive employee relations Identifying workplace issues and potential issues Identifying and assessing legal risks and business implications of employee and manager workplace behavior and communication Determining the most appropriate response to workplace issues Target Audience: People Leaders

2017 FCC Unit Outreach Source List
13542 North Manhattan
New York County

Agency Name	City	State	Zip Code	Recipient Email	Phone #
Flushing Workforce1 Career Center	Flushing	NY	11355	flushing@labor.ny.gov:null, workforce1flushinglibrary@grantassociatesinc.com:null	718-412-0926
Newark One Stop Career Center	Newark	NJ	07102	morris.murray@dol.state.nj.us:Morris Murray, newark_1stop@dol.state.nj.us:null	973-648-3370
Goodwill Ind of Greater NY & Northern NJ	Bronx	NY	10462	ajimenez@goodwillny.org:Anita Jimenez	6463086310
Neighbors Helping Neighbors - Mahwah Public Library	Mahwah	NJ	07430	kathleen.santucci@dol.state.nj.us:Kathleen Santucci	732-775-1566
RUTGERS UNIVERSITY-NEWARK	Newark	NJ	07102	henryr@newark.rutgers.edu:Henry Rodriguez, tconeill@newark.rutgers.edu:Theresa O'Neill, thopkins@newark.rutgers.edu:Thomas Hopkins	9733531852
HIP HEIGHTENED INDEPENDENCE	Jersey City	NJ	07306	hud@hipcil.org:KATHY WOOD	2015334407
St. Thomas' Work Ministry - St. Thomas the Apostle	Bloomfield	NJ	07003	judith.loane@dol.state.nj.us:Judy Loane	609-518-3900
Union - Elizabeth - Jersey Job Club	Elizabeth	NJ	07201	kathleen.eaton@dol.state.nj.us:Kathy Eaton	908-965-3924
iCare Career Ministry - First Baptist Church of Hillside	Hillside	NJ	07205	info@canyonridge.org:null	702-658-2722
STATE UNIVERSITY OF NY	Bronx	NY	10467	epteachny@yahoo.com:EVELYN POOLE	7185471001
STATE UNIVERSITY-NY EOC	New York City	NY	10027	fressia.samiento@man.eoc.cuny.edu:FRESSIA SAMIENTO	2129614324
Career Network - Reformed Church of Bronxville	Bronxville	NY	10536	info@reformedchurch.org:null	914-232-6572
Community Center of Northern Westchester	Katonah	NY	10536	comset_10553@lycos.com:Ida Davis	914-665-3272
Community Support for Employment Transition (ComSET) - Larchmont Avenue Church	Larchmont	NY	10580	mrsrevmom@yahoo.com:Debbie Earthrowl	
Lives In Transition - Rye Presbyterian Church	Rye	NY	10580	rmorse@icsfl.org:Rita Morse	
St. Anselm R.C. Church	Brooklyn	NY	11209	rectory@starcc.net:null	718-238-2900
The Career Assistance Ministry - St. James Episcopal Church	New York	NY	10021	ewyma@cathedralofhope.com:Erin Wyma	212-288-4100
The Empowering Employment Ministry - Grace Baptist Church	Mount Vernon	NY	10550	lance_chambers@mindspring.com:Lance Chambers	
Westchester Career & Educational Counseling Service (WEBS) - Westchester Public Library	Tarrytown	NY	10591	ory1@westchestergov.com:null	914-995-3910
WCCR/CITY COLLEGE OF NEW YORK	New York City	NY	10031	rwhite@ccny.cuny.edu:JOB LISTINGS	2126508171
Westchester Networking Organization (WNO) - First Congregational Church of Chappaqua	Chappaqua	NY	10514	wno1635@gmail.com:null	914-238-4411
North Hudson Community Action	Union City	NJ	07087	ovelez@nhcac.org:Olga Velez	2017585510
QUALITY BUSINESS INC	Long Island City	NY	11101	bhiggins@qbitti.com:Bill Higgins	7183924156
Team Management 2000	Hackensack	NJ	07601	k.daniels@tm2kinc.org:null	201-487-4700
Jewish Vocational Services	East Orange	NJ	07017	rwanatick@jfedgmw.org:Rebecca Wanatick	973-674-6330
BERGEN COUNTY TECHNICAL EDUCATION CENTER	Hackensack	NJ	07601	katzaa@bergen.org:ADULT ED/KATHLEEN ZAWRYT	2013436000
Education & Employment Consulting	New York City	NY	10018	colleen@education-employment.org:Liz Maher	
Brooklyn Central library Workforce1 Career Center	Brooklyn	NY	11238	workforce1centralbklyn@grantassociatesinc.com:null	347-765-2250
Workforce1 Healthcare Career Center	New York	NY	10038	workforce1healthcarecareers@fegs.org:null	212-618-8925
Workforce1 Industrial & Transportation Career Center	Jamaica	NY	11434	industrialandtransportation@grantassociatesinc.com:null, jsylvester@grantassociatesinc.com:Joseph Sylvester, scharles@grantassociatesinc.com:Stephanie Charles	718-577-2194
KAARD	Flushing	NY	11354	kaard@verizon.net:Myoung Ja Lee	7184453929
University Heights Workforce1 Career Center	Bronx	NY	10453	wf1fmlibrary@fegs.org:null	718-552-1550
Long Island City Workforce1 Career Center	Long Island	NY	11101	Workforce1LIC@urbanupbound.org:null	718-784-0877
KOREAN COMMUNITY SERVICE	Flushing	NY	11354	kisny2003@yahoo.com:SOKH KANG	7183595400
Staten Island South Shore Workforce1 Career Expansion Center	Staten Island	NY	10301	csaladis@edsisolutions.com:Carolyn Saladis, henry.silverman@labor.ny.gov:Henry Silverman, mmaligno@edsisolutions.com:Megan Maligno, promano@edsisolutions.com:Peter Romano, Workforce1@edsisolutions.com:null	347-308-5018
Sunset Park Library Workforce1 Career Center	Brooklyn	NY	11220	workforce1sunsetpark@grantassociatesinc.com:null	347-296-8063
New Jersey Institute of Technology	Newark	NJ	07102	cdsjobs@njit.edu:Patrick Young/Career Development	9735963246
PATERSON TECHNICAL INST	Paterson	NJ	07505	sosaapolonio@yahoo.com:APOLONIO SOSA	9732794579
Bergen One Stop Career Center	Hackensack	NJ	07601	john.bautz@dol.state.nj.us:John Bautz, kattah@bergen.org:Kathy Ricciardi, paula.wills@dol.state.nj.us:Paula Wills	201-329-9600
American Indian Community	New York	NY	10004	claezza@aich.org:Claire Laezza	212-598-0100
Essex County One Stop Center	East Orange	NJ	07018	eastorange_1stop@dol.state.nj.us:null, evanthia.corrado@dol.state.nj.us:Evanthia Corrado, jason.sutton@dol.state.nj.us:Jason Sutton, jsaeastorange@dol.nj.gov:null	973-395-3220
Hudson County One Stop Career Center	Union City	NJ	07087	john.toscano@dol.state.nj.us:John Toscano, robert.fletcher@dol.state.nj.us:Robert Fletcher	201-866-4100
Jersey City One Stop Career Center	Jersey City	NJ	07306	hector.alba@dol.nj.gov:Hector Alba, hugh.caufield@dol.state.nj.us:Hugh Caufield, jeffrey.banton@dol.state.nj.us:Jeffrey Banton, kimberly.johnson@dol.state.nj.us:Kimberly Johnson, marimer.navarrette@dol.nj.gov:Marimer Navarrette	201-795-8800
Aspira Inc. of NJ	Newark	NJ	07104	aspiranewarknj@gmail.com:Carlos Valentin, rsantiago.aspiranj@gmail.com:Reynaldo Santiago	973-484-7554
Hispanic Information & Telecommunications Network	Brooklyn	NY	11205	rrosania@hitn.org:RUTH ROSANIA	6467313520
HISPANIC INFORMATION CENTER	Passaic	NJ	07055	hicpassaicinc@aol.com:ANA RIVERA	9737797022
New Jersey Department of Labor & Workforce DVRS	Newark	NJ	07102	solomon.okonkwo@dol.state.nj.us:Solomon Okonkwo	973-648-3494
Passaic County One Stop Career Center	Paterson	NJ	07505	angelica.rivera@dol.state.nj.us:Angelica Rivera, carlos.delvalle@dol.state.nj.us:Carlos DelValle, marcia.mcneel@dol.state.nj.us:MARCIA MCNEEL, maribel.fermin@dol.state.nj.us:Maribel Fermin, wendel.green@dol.state.nj.us:Wendel Green	973-742-9226
Passaic County One Stop Career Center	Passaic	NJ	07055	angelica.rivera@dol.state.nj.us:Angelica Rivera, marcia.mcneel@dol.state.nj.us:MARCIA MCNEEL, maribel.fermin@dol.nj.gov:Maribel Fermin, wendel.green@dol.nj.gov:Wendel Green	973-916-2645
New York City College of Technology	Brooklyn	NY	11201	rwhitley@citytech.cuny.edu:Rhonda Whitley	7185521175
TRABAJAMOS COMMUNITY HEADSTART	Bronx	NY	10453	lbuchanan1223@yahoo.com:LISA BUCHANAN	7182944333
Professional Business College	New York City	NY	10013	judithrodriguez@pbcny.edu:Judith Rodriguez	2122267300
Union County One Stop Career Center	Elizabeth	NJ	07201	hugh.caufield@dol.nj.gov:null, jean.carter@dol.state.nj.us:Jean Carter, laurence.carter@dol.state.nj.us:Laurence Carter	908-558-8000
GOODWILL INDUSTRIES	Astoria	NY	11102	aramos@goodwillny.org:ARLENE RAMOS	7187285400
HARLEM VET CENTER	New York City	NY	10035	ayanna.ahmand@va.gov:Ayanna Ahmand, kishapayne@yahoo.com:KISHA PAYNE	646-273-8139
Lutheran Family Health Centers	Brooklyn	NY	11220	npersaud2@lmcmc.com:Nirvani Persaud	7186307150
St. Nicholas Alliance Workforce Development	Brooklyn	NY	11206	lrothchild@stnicksalliance.org:Larry Rothchild, rgrave@stnicksalliance.org:null	718-302-2057
NAACP BROOKLYN BRANCH	Brooklyn	NY	11242	contactus@brooklynnaacp.org:Karen Boykin-Towns	7182432040
Career & Educational Consultants Inc. (CEC)	New York	NY	10001	cec270@cecnyc.com:null, susanmeloccaro@cecnyc.com:Susan Meloccaro	212-643-8845
Queens Vet Center	Woodhaven	NY	11421	dwayne.allen@va.gov:DWAYNE ALLEN, zhuo.chen@va.gov:Zhuo Chen	718-296-2871
New York Indian Council	Bronx	NY	10461	tpowell@newyorkindiancouncil.org:Tony Powell	718-684-3993
NAACP HOBOKEN BRANCH	Hoboken	NJ	07030	qedrayton@aol.com:Eugene Drayton	2014201906
CAREERS for People with Disabilities Inc.	Valhalla	NY	10595	careersforpeople@aol.com:Tina Cornish-Lauria	914-741-8500
CAREERS for People with Disabilities Inc.	Valhalla	NY	10595	lnewman@careersfp.org:Lynn Newman	914-741-8500
CAREERS for People with Disabilities Inc.	Valhalla	NY	10595	apalevichcareers@gmail.com:Allegra Palevich	914-741-8500
CAREERS for People with Disabilities Inc.	Valhalla	NY	10595	careerssprvsr@aol.com:Jennifer Retacco	914-741-8500
CAREERS for People with Disabilities Inc.	Valhalla	NY	10595	damonragin@gmail.com:Damon Ragin	914-741-8500
NAACP NEW YORK CITY BRANCH #2820	New York City	NY	10027	nybnaacp@aol.com:Dr. Annie B. Martin	2126669740
CAREERS for People with Disabilities Inc.	Valhalla	NY	10595	ascorca@careersfp.org:Allison Scorca	914-741-8500
NAACP NEWARK BRANCH #2093	Newark	NJ	07102	joyce_simmons916@yahoo.com:Joyce Simmons	9736246400
ST CHRISTOPHER-OTTILIE SCO FAMILY SERVICES	Brooklyn	NY	11233	cnelson@sco.org:CAROL NELSON	7183630814
First Step Job Training/Coalition for the Homeless	New York City	NY	10038	jroberts@cfthomeless.org:Jacqui Roberts	2127762071
NAACP STATEN ISLAND BRANCH	Staten Island	NY	10314	dor1ed2@aol.com:Edward C. Josey	7187278007
Brooklyn Workforce 1 Career Center	Brooklyn	NY	11201	tara.brooks-smith@labor.state.ny.us:Tara Brooks	718-246-5219
PARKCHESTER (BRONX) NAACP BRANCH #2225	Bronx	NY	10462	bevroberts@optonline.net:Beverly Roberts	7185970364
WILLIAMSBRIDGE (BRONX) NAACP BRANCH #2228	Bronx	NY	10467	shirleyfearon@aol.com:Shirley Fearon	7188827100
US Dept of Veterans Affairs	Newark	NJ	07102	richard.mannes@va.gov:Richard Mannes	973-297-3204
VIOLENCE INTERVENTION PROGRAM	Bronx	NY	10451	ebautista@vipmujeres.org:Emily Bautista/Adria Schmidt	7182932820
National Urban League	New York	NY	10005	cjenkins@nul.org:Chatarra Jenkins	
Catholic Community Services	North Bergen	NJ	07047	development-dept@ccannj.org:Harry Frazier	201-864-9895
Mental Health Associations	New York	NY	10004	rnester@mhaofnyc.org:Roz Nester	212-254-0333
Association of Latino Professionals in Finance & Accounting	New York	NY	10004	ann.marquez@national.alpfa.org:Ann Marquez	646-695-4200
Barrier Free Living	New York	NY	10009	nicolynp@bflnyc.org:Nicolyn Plummer	
IMMIGRANT SOCIAL SVC	New York	NY	10002	qleungjr5@yahoo.com:GEORGE LEUNG	2125711840
COMMUNITY OPTIONS INC	New York City	NY	10118	angela.rosen@comop.org:Angela Rosen	2122279110
Good Temps, Goodwill Industries of Greater NY and NJ	New York	NY	10022	dschoch@goodwillny.org:David Schoch	646-810-9711
Higher Education Recruitment Consortium-Metro New York and Southern Connecticut	New York	NY	10027	herc@columbia.edu:Abby Wolff	212-854-2511
HempsteadWorks Career Center	Hempstead	NY	11550	angela.duncan@labor.ny.gov:Angela Duncan, peter.paftinos@labor.state.ny.us:Peter Paftinos, srubin@hempsteadworks.com:Sandy Rubin	516-485-5000
Hicksville Career Center	Hicksville	NY	11801	angela.duncan@labor.ny.gov:Angela Duncan, may-whei.lin@labor.ny.gov:null, pamela.bedford@labor.ny.gov:Pamela Bedford	516-934-8547
Black Data Processing Associates	New York	NY	10156	newyork@bdpa.org:null	212-802-5341
Black Retail Action Group	New York	NY	10185	info@bragusa.org:Gail Monro-Perry	212-319-7751
Staten Island Employment Education Consortium	Staten Island	NY	10301	wdimpel@si.rr.com:William Dimpel	718-816-6700
Bronx Workforce1 Career Center	Bronx	NY	10458	alberto.ventura@labor.ny.gov:Alberto Ventura, frank.cook@labor.ny.gov:Frank Cook, ozias.batista@labor.ny.gov:null, workforce1bronx@fegs.org:null	718-960-2458
Bronx Independent Living Center	Bronx	NY	10457	brett@bils.org:Brett Eisenberg	
Upper Manhattan Workforce1 Career Center	New York	NY	10027	gabriel.nava@labor.ny.gov:Gabriel Nava, umworkforce2@edsisolutions.com:null	917-493-7054
Helen Keller National Center	Sands Point	NY	11050	debbie.fiderer@hknc.org:Debbie Fiderer	
SOUTH BRONX JOB CORPS CENTER	Bronx	NY	10453	caraballo.sonia@jobcorps.org:SONIA CARABALLO, marquez.jennifer@jobcorps.org:Jennifer Marquez	7187317700
Jewish Family Services	Teaneck	NJ	07666	ellenf@jfsbergen.org:Ellen Finkelstein	201-837-9090
Epilepsy Foundation	New York	NY	11220	office@nfbny.org:Carl Jacobsen	
Chinese-American Planning Council Clerical Training Program Workforce Development	New York	NY	10013	vwong@cpc-nyc.org:Vickie Wong	212-941-0041
Male Institute-Kingsborough Community College	Brooklyn	NY	11235	hgood@kbcc.cuny.edu:Harry Good Iii	718-368-5000
Queens Workforce1 Career Center	Jamaica	NY	11432	gjacobs@grantassociatesinc.com:null, phuntley@grantassociatesinc.com:Pat Huntley, tara.brooks-smith@labor.state.ny.us:Tara Brooks	718-557-6755
American Council for the Blind	Fresh Meadows	NY	11365	vp1@acbny.org:Kathy Casey	718-249-7019
Association of Women Construction Workers of America, Inc	Jamaica	NY	11433	awcwamembers@gmail.com:Herlema Owens	888-434-5303
Abilities, Inc. at The Viscardi Center	Albertson	NY	11507	info@viscardicenter.org:Jennifer Neft	516-465-1400
Lexington Center for Recovery	New Rochelle	NY	10801	jmartinez7709@optonline.net:Jose Martinez	9142356633
Art for Change	New York	NY	10029	artforchangeinfo@gmail.com:null, eliana@artforchange.org:Eliana Godoy	212-348-7044
Asian American Federation of New York	New York	NY	10005	winnie.li@aafederation.org:Winnie Li	212-344-5878
Rockland County Career Center	Spring Valley	NY	10977	sheila.davis@labor.ny.gov:Sheila Davis	845-356-6106
Communications Industry Skills Center	New York	NY	10027	majeed7308@aol.com:Ines Reyes	215-740-1624
Emma G. Bowen Foundation for Minority Interests in Media	New York	NY	10019	sdrice@cbs.com:Sandra Rice	212-975-2545
National Urban League NY - Bronx	Bronx	NY	10469	tmoreland@nyul.org:Terry Moreland	718-944-3734
Harlem Arts Alliance	New York	NY	10030	vorivers@aol.com:Voza Rivers	347-735-4280
The Harlem Business Alliance	New York	NY	10027	pboateng@hbany.org:null	212-665-7010
Helen Keller Services for the Blind	Brooklyn	NY	11201	rmartello@helenkeller.org:Russell Martello	718-522-2122
The Hispanic Federation	New York	NY	10005	mcolon@hispanicfederation.org:Mario Colon	212-233-8955
Workforce 1 Career Center (NYS Department of Labor Office)	Flushing	NY	11355	edward.dalton@labor.ny.gov:Edward Dalton, Flushing@labor.ny.gov:Flushing Does	718-321-6307
SOCIAL ASSN OF RIDGEWOOD AND VICINITY	Ridgewood	NJ	07450	ssa6@verizon.net:DENISE VOLKAMMER	2014442980
Job Path	New York	NY	10018	nmukherjee@jobpathnyc.org:Nick Mukherjee	212-944-0564
Workforce1 Career Center - Hunts Point	Bronx	NY	10459	workforce1huntspoint@rws-nyc.com:null	347-854-0582
SOUTHSIDE C MISSION, INC	Brooklyn	NY	11211	chil52@hotmail.com:JOSE BOSQUE	7187828181
Lee Hecht Harrison	New York	NY	10166	cathy.peters@lhh.com:Cathy Peters, darryl.anderson@lhh.com:Darryl Anderson, safiya.edwards@lhh.com:Safiya Edwards	610-729-7604

Agency Name	City	State	Zip Code	Recipient Email	Phone #
New Heights Neighborhood Center	New York	NY	10032	dapheights@reachnewheights.org:Evelyn Fernandez-Ketchum	212-781-6892
Yonkers Employment Center	Yonkers	NY	10701	john.oshaughnessy@labor.state.ny.us:John Oshaughnessy, patrick.brown@labor.ny.gov:Patrick Brown, Wilson.Terrero@yonkersny.gov:Wilson Terrero	914-964-0105
New York City Industries for the Blind	Brooklyn	NY	11218	mdaltorio@alphapointe.org:Mark D'Altorio	781-854-7300
New York League of Conservation Voters	New York	NY	10004	jklainberg@nylcv.org:Josh Klainberg	212-361-6350
New York Urban League	New York	NY	10030	lcopeland@nyul.org:Leonard Copeland	718-944-3734
New York Urban League	Bronx	NY	10469	dcoleman@nyul.org:Diana Coleman	718-944-3734
Consortium for Worker Education	New York	NY	10001	gwilliams@cwe.org:Glenda Williams	212-647-1900
Per Scholas	Bronx	NY	10454	payala@perscholas.org:Plinio Ayala, twalsh@perscholas.org:Tiernan Walsh	
Lower Manhattan Workforce1 Career Center	New York	NY	10013	ben.suazo@labor.by.gov:Ben Suazo, danielle.discala@labor.ny.gov:Danielle Discala	212-775-3769
Vocational & Educational Services for Individuals with Disabilities	New York	NY	10001	adorin@mail.nysed.gov:Arnold Dorin, fchiches@mail.nysed.gov:Florence Chichester	212-967-3081
Workforce Opportunity Services	New York	NY	10026	natalia.sepulveda@wforce.org:Natalia Sepulveda	646-533-4569
FEGS - Long Island Location	Syosset	NY	11791	jkhan@fegs.org:Jamal Khan, lrothchild@fegs.org:Larry Rothchild	516-496-7550
CUNY COPE PROGRAM	New York City	NY	10001	georgina.brown@mail.cuny.edu:Georgina Brown	6463447346
LaGuardia Workforce1 Career Center	Long Island City	NY	11101	ncoleman@lagcc.cuny.edu:null, tcounts@lagcc.cuny.edu:Tracey Counts	718-609-2130
National Business & Disability Council	New York	NY	10018	mdolan@viscardicenter.org:Mike Dolan, swright@viscardicenter.org:Scott Wright	212-785-7300
Staten Island Workforce1 Career Center	Staten Island	NY	10301	ariel.moncada@labor.state.ny.us:Ariel Moncada, henry.silverman@labor.state.ny.us:Henry Silverman, Workforce1@edsisolutions.com:null	718-285-8388
DYFS-HUSDON NORTH LOCAL OFFICE	Secaucus	NJ	07094	leonardo.martinez@dcf.state.nj.us:LEONARDO MARTINEZ	2018654101
NYS Department of Labor - Division of Employment Services	Brooklyn	NY	11206	brooklyn@labor.ny.gov:null, giselle.jolly@labor.ny.gov:Giselle Jolly, louis.vaughan@labor.ny.gov:Louis Vaughan, schermerhornst.dews@labor.ny.gov:null	718-780-9200
Massapequa Career Center	Massapequa	NY	11758	angela.duncan@labor.ny.gov:Angela Duncan, msandt@oysterbay-ny.gov:Maryanne Sandt	516-797-4560
Mount Vernon Employment Center	Mt. Vernon	NY	10550	jimmy.vargas@labor.ny.gov:Jim Vargas	914-813-6555
City of Newark	Newark	NJ	07102	beya@ci.newark.nj.us:Amina Bey, kenneya@ci.newark.nj.us:Kenny Alturrick, muhammadr@ci.newark.nj.us:Rahaman Muhammad	
F.H. LaGuardia Community College	Long Island City	NY	11101	katb@lagcc.cuny.edu:Catherine Burland	
FEGS Health and Human Services System	New York	NY	10013	lcastlen@fegs.org:Luminita Tatu-Castlen, lfutterman@fegs.org:Lisa Futterman	212-366-8400
BERKELEY COLLEGE	New York City	NY	10017	mt@berkeleycollege.edu:Marc Thompson	2129864343
New York State Department of Labor	New York City	NY	10013	danielle.discala@labor.ny.gov:Danielle Discala	
Financial Services Talent Network	Trenton	NJ	07102	ayoung@aaccnj.com:Artenna Young	
Westchester Employment Center - White Plains	White Plains	NY	10605	john.oshaughnessy@labor.ny.gov:null, mdd6@westchestergov.com:Milton David, ory1@westchestergov.com:null, patrick.brown@labor.ny.gov:Patrick Brown	914-995-3910
BRONX COMMUNITY COLLEGE	Bronx	NY	10453	jonathan.alejo@stu.bcc.cuny.edu:Jonathan Alejo	7182895603
Fountain House	New York	NY	10036	npickett@fountainhouse.org:null	
Black Veterans for Social Justice	Brooklyn	NY	11206	barriesimpson53@yahoo.com:Barrie Simpson	718-852-6004
COLLEGE OF STATEN ISLAND/CUNY	Staten Island	NY	10301	lisa.spagnola@csi.cuny.edu:LISA SPAGNOLA	7189822166
Brooklyn Vet Center	Brooklyn	NY	11201	patrick.murphy5@va.gov:Patrick Murphy	718-630-2830
The Doe Fund	New York	NY	10039	bmandato@doe.org:Brandi Mandato	646-672-2971
CAMBA/Workforce Dev & Refugee Services	Brooklyn	NY	11226	antigonat@camba.org:Antigona Taftsiou/ JOB POSTINGS	7182820108
SALVATION ARMY	Jackson Heights	NY	11372	templodequeens@gmail.com:NINA BUYOKSOY	7183353693
SALVATION ARMY-BAY RIDGE CORP	Brooklyn	NY	11209	sheryl.myrick-pettersen@use.salvationarmy.org:SHERYL MYRICK-PETTERSEN	7182382991
NJ DIVISION OF VOCATIONAL REHAB SVCS	Paterson	NJ	07501	debralu.hagerman@dol.state.nj.us:DEBRALU HAGERMAN	9739774285
United Way of North Essex	Montclair	NJ	07042	deborah.day@unitedwaynnj.org:Deborah Day, monica.conover@unitedwaynnj.org:Monica Conover, robyn.ulmer@unitedwaynnj.org:Robyn Ulmer, stephanie.howland@unitedwaynnj.org:Stephanie Howland	9737464040
CITIZENS ADVICE BUREAU	Bronx	NY	10457	ssmart@bronxworks.org:SOLOMON SMART	7187316301
HUMAN CARE SVC FOR FAMILIES	Brooklyn	NY	11219	e.lustig@humancareservices.org:ESTHER LUSTIG	7188542747
Community Training & Emp Resources (CTER)	New York City	NY	10022	info@cterny.org:Mamie Brown	9732420342
VESID/HARLEM OFFICE	New York City	NY	10027	dcox@mail.nysed.gov:null	2129614436
LEHMAN COLLEGE	Bronx	NY	10468	alan.fuentes@lehman.cuny.edu:STUDENT JOB POSTINGS	7189608366
Real House Recovery, Inc.	Montclair	NJ	07042	info@vastnj.com:null	256-827-8669
LEHMAN COLLEGE CONTINUING ED	Bronx	NY	10468	maryann.drago-dowling@lehman.cuny.edu:MARYANN DRAGO-DOWLING	7189608077
New Era Employment Services Inc	Bronx	NY	10455	neweraempsvc@aol.com:Faustino Garcia	7184011665
New Jersey Dept of Rehabilitation - Hudson	Hudson	NJ	07036	luis.rojas@dol.nj.gov:Luis Rojas	201-217-7180
OASIS HAVEN-WOMEN & CHILDREN	Paterson	NJ	07501	jimwalsh@oasisnj.org:JIM WALSH	9738818307
SHELTER OUR SISTERS	Hackensack	NJ	07601	gervonn@shelteroursisters.org:Gervon Rice	2018361075
YORK COLLEGE	Jamaica	NY	11451	lchesney@york.cuny.edu:LINDA CHESNEY/STUDENT JOBS	7182625119
SUSTAINABLE SOUTH BRONX	Bronx	NY	10474	bestacademy@ssbx.org:JOB POSTINGS	6464005435
NAACP JAMAICA BRANCH	Saint Albans	NY	11412	naacpjamaica@gmail.com:Leroy Gadsen	7187233653
AARP FOUNDATION	New York City	NY	10035	jdirac@aarp.org:SENIOR JOB POSTINGS	2124239922
The GI GO Fund Veterans Community Center	Newark	NJ	07102	jcoburn@gigofund.org:Justin Coburn, joseph@gigofund.org:Joe Bono	973-802-1479
RIDGEWOOD BUSHWICK SENIOR CITIZENS COUNC	Brooklyn	NY	11237	gmorales@rbscc.org:KELLY ABREU	7184175112
SAGE SENIOR ACTION IN A GAY	New York City	NY	10001	mdamato@sageusa.org:MICHELLE DAMATO	2127412247
Queensborough Community College	Bayside	NY	11364	satkins@qcc.cuny.edu:Stephen Atkins/Student Jobs	7182815484
Center For Urban Community Services	New York	NY	10035	jobsjournal@cucs.org:Terry Felton	212-801-3300
SARAH LAWRENCE COLLEGE	Bronxville	NY	10708	careerservices@sarahlawrence.edu:null	9143370700
City of New York Parks Dept, Parks Opportunity Program	Staten Island	NY	10301	carmen.dejesus@parks.nyc.gov:Carmen Vargas-DeJesus	3473016943
SWEDISH INSTITUTE COLLEGE	New York City	NY	10001	mdarnell@swedishinstitute.edu:MEG DARNELL	2129245900
TECHNICAL CAREER INSTITUTES	New York City	NY	10018	broman@tcicollege.edu:Barbara Roman	2125944000
IRONBOUND COMMUNITY CORP	Newark	NJ	07105	nzak@ironboundcc.org:NANCY ZAK	9735893353
Town of Secaucus	Secaucus	NJ	07094	lsnedeker@secaucus.net:Lisa Snedeker	201-617-5917
Help Bridges	Bronx	NY	10460	info@helpusa.org:null	718-299-8473
FEGS Suffolk Vocational Center	Copiague	NY	11726	iauditore@fegs.org:Isabella Auditore	631-691-7080
NYC Dept of Parks & Rec/Parks Opportunity Pgm	Bronx	NY	10462	vera.jacobs@parks.nyc.gov:Vera Jacobs	7184304608
OSBORNE ASSOCIATION	Brooklyn	NY	11201	gdouglas@osborneny.org:GAIL DOUGLAS	7186376560
POMOC	Maspeth	NY	11378	pomoc@verizon.net:EVA KORNACKA	7183260881
CITY VIEW CONNECTIONS	Astoria	NY	11102	jtine@goodwillny.org:Jennifer Tine	7187776312
TURNING POINT HOUSING DEV FUND CORP	Brooklyn	NY	11232	crichardson@tp.domi.org:CASSANDRA RICHARDSON	7187887000
CYPRESS HILLS LOCAL DEVELOPMENT	Brooklyn	NY	11207	qbailey@obtjobs.org:QUINTON BAILEY	7182358837
New Jersey Dept of Rehabilitation - Central	Trenton	NJ	08625	alice.hunnicutt@dol.state.nj.us:Alice Hunnicutt	609-292-5987
Salem County One Stop Career Center	Salem	NJ	08079	carleen.dipaola-greco@dol.state.nj.us:Carleen Greco, johnnie.ball@dol.nj.gov:Johnnie Ball, kenneth.thomas@dol.state.nj.us:Kenneth Thomas, ricky.ohara@dol.state.nj.us:Ricky Ohara	856-935-7007
Camden - Jersey Job Club	Camden	NJ	08104	barbara.miles@dol.state.nj.us:Bobbi Miles	
Employment Ministry - St. Matthias	Somerset	NJ	08873	terrence.seamon@gmail.com:Terremce Seamon	
Westampton - Jersey Job Club	Westampton	NJ	08060	sidneygodislove4@verizon.net:null	973-926-1244
Maguire Air Force Base	Trenton	NJ	08641	timothy.simmons.4@us.af.mil:Tim Simmons	
Project Hire The Arc of New Jersey	North Brunswick	NJ	08902	fdelucca@arcnj.org:Frank Delucca	732-246-2525
Goodwill of Southern NJ Philadelphia	Maple Shade	NJ	08052	cburr@goodwillnj.org:Cheryl Burr	856-439-0200
Atlantic County One Stop Career Center	Hammonton	NJ	08037	howard.garabedian@dol.state.nj.us:Howard Garabedian	609-561-8800
Burlington County One Stop Career Center	Westhampton	NJ	08060	craig.jez@dol.nj.gov:Craig Jez, dimitri.cromwell@dol.nj.gov:Dimitri Cromwell, yvonne.payton@dol.state.nj.us:Yvonne Payton	609-518-3900
Camden County Career Center	Camden	NJ	08104	catherine.carroll@dol.state.nj.us:Catherine Carrol, edwin.morgan@dol.state.nj.us:Edwin Morgan, geoffrey.taylor@dol.nj.gov:Geoffrey Taylor	856-614-3150
New Jersey State Department of Labor	Trenton	NJ	08625	lpa@dol.nj.gov:David Ramsay	
Gloucester County One Stop Career Center	Thorofare	NJ	08086	carleen.dipaola-greco@dol.nj.gov:Carleen Dipaola, edwin.morgan@dol.state.nj.us:Edwin Morgan, ricky.ohara@dol.state.nj.us:Ricky Ohara	856-384-3700
Mercer County One Stop Career Center	Trenton	NJ	08625	donald.alexander@dol.state.nj.us:Donald Alexander, iliana.ivanov@dol.nj.gov:Iliana Ivanov, mercer1stop@dol.nj.gov:null, thomas.thorn@dol.state.nj.us:Thomas Thorn	609-989-6824
Middlesex County One Stop Career Center	New Brunswick	NJ	08901	grisselle.aviles@dol.state.nj.us:Grisselle Aviles, newbrunswick_1stop@dol.state.nj.us:null	732-937-6200

FCC Source Evaluation Report
FCC Unit: 13542 North Manhattan
County/State: New York, NY
Vacancies filled from: 09/01/2016-06/30/2017

Source Description	# Applicants	# Interviews	# Hires
Ad - Ad Age	1	1	1
Ad - Through a print, radio, or TV advertisement	2	2	2
Broadcast- Through a radio or TV advertisement	3	3	0
College - Holy Cross University	1	1	1
Direct Sourcing - Line Networking	3	3	2
Direct Sourcing - LinkedIn	1	1	1
Direct Sourcing- Other	2	2	0
Former Employee - Former employee	1	1	1
Internet - Another online recruiting or job posting site	1	1	1
Internet - HotJobs.com	1	0	0
Internet - Indeed	1	1	1
Internet - Jobs2Web	12	10	5
Job Board- AvianationCareer.com	1	1	0
Job Board- Bizjet Jobs	3	3	0
Job Board- BIZJETJOBS.COM	4	4	0
Job Board- GlassDoor	2	2	0
Job Board- jsimply hired	1	1	0
Job Board- Monster	2	2	0
Job Board- Other	40	40	1
Job Fair- Spectrum On site	0	0	0
Migration - Alexus	1	1	1
News Group- Awesome careers email	1	1	0
News Group- Beyond	1	1	0
News Group- bizjetjobs	1	1	0
News Group- Bizjetjobs.com	1	1	0
News Group- Get flight attendant job	1	1	0
News Group- GlassDoor	4	4	0
News Group- Indeed	1	1	0
News Group- Referred by an Internal employee	1	1	0
News Group- sang job	1	1	0
Our Web Site- GlassDoor	1	1	0
Our Web Site- Indeed	3	3	0
Our Web Site- website	1	1	0
Referral - Executive Referral	2	2	2
Referral - TW Cable Employee Referral	1	1	1
Referral- Internal Employee	1	1	1
Social Network- CareerBuilder.com	1	1	0
Social Network- Charter Communications Career Website	1	1	0
Social Network- LinkedIn	19	19	0
Social Network- Plane Jobs	1	1	0
Social Network- Private group	1	1	0
Website - Add Candidate	11	11	10

Website - Directly through the external Career site	2	2	2
Website - Internal Opportunities	584	131	44
Website - Niche Redirect Site	1	0	0
Website - TimeWarner Careers	7326	684	358
Website - TWC QA Gateway	1	1	1
Grand Total	**8052**	**953**	**436**

FCC Sourcing Report
FCC Unit: 13542 North Manhattan
County/State: New York, NY
Vacancies filled from: 09/01/2016-06/30/2017

Requisition #	Job Title	Source Description	# Applicants	# Interviews	# Hires
1604403	Lead Flight Attendant	Broadcast- Through a radio or TV advertisement	2	2	0
		Direct Sourcing- Other	2	2	0
		Job Board- AvianationCareer.com	1	1	0
		Job Board- Bizjet Jobs	3	3	0
		Job Board- BIZJETJOBS.COM	4	4	0
		Job Board- GlassDoor	1	1	0
		Job Board- jsimply hired	1	1	0
		Job Board- Monster	2	2	0
		Job Board- Other	39	39	0
		News Group- Awesome careers email	1	1	0
		News Group- Beyond	1	1	0
		News Group- bizjetjobs	1	1	0
		News Group- Bizjetjobs.com	1	1	0
		News Group- Get flight attendant job	1	1	0
		News Group- GlassDoor	4	4	0
		News Group- Indeed	1	1	0
		News Group- Referred by an Internal employee	1	1	0
		News Group- sang job	1	1	0
		Our Web Site- GlassDoor	1	1	0
		Our Web Site- Indeed	3	3	0
		Referral- Internal Employee	1	1	1
		Social Network- CareerBuilder.com	1	1	0
		Social Network- Charter Communications Career Website	1	1	0
		Social Network- LinkedIn	9	9	0
		Social Network- Plane Jobs	1	1	0
		Social Network- Private group	1	1	0
1607656	Reporting Applications Developer/NYC	Broadcast- Through a radio or TV advertisement	1	1	0
		Job Board- GlassDoor	1	1	0
		Job Board- Other	1	1	1
		Our Web Site- website	1	1	0
		Social Network- LinkedIn	10	10	0
180466BR	Rep 1, Direct Sales Exempt	Website - TimeWarner Careers	53	9	7
180545BR	Tech V, Service Union Nonexempt	Website - Internal Opportunities	13	3	1
180583BR	Lead Specialist, Retail Sales Nonexempt	Website - Internal Opportunities	3	1	1
		Website - TimeWarner Careers	18	2	0
180742BR	Sup, Retail Sales Exempt	Website - Internal Opportunities	8	6	2
		Website - TimeWarner Careers	1	0	0
180760BR	Lead Specialist, Retail Sales Nonexempt	Website - Internal Opportunities	16	7	2
		Website - TimeWarner Careers	14	1	1
180809BR	Sales Greeter Nonexempt	Website - Internal Opportunities	2	2	0
		Website - TimeWarner Careers	84	3	2
180841BR	Administrative Assistant Nonexempt	Internet - Jobs2Web	1	1	0
		Website - Internal Opportunities	10	2	1
		Website - TimeWarner Careers	1	1	0
180900BR	Spec, Marketing Exempt	Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	17	1	1
180964BR	Specialist, Retail Sales Nonexempt	Website - Internal Opportunities	6	3	2
		Website - TimeWarner Careers	36	5	3
180978BR	Specialist, Retail Sales Nonexempt	Website - Internal Opportunities	3	1	1
		Website - TimeWarner Careers	42	1	0

181001BR	Mgr, Marketing Exempt	Direct Sourcing - Line Networking	1	1	0
		Internet - Jobs2Web	1	1	0
		Referral - TW Cable Employee Referral	1	1	1
		Website - Add Candidate	2	2	1
		Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	15	2	0
181242BR	VP, Ad Sales Marketing Exempt	Website - Directly through the external Career site	1	1	1
		Website - TimeWarner Careers	1	1	1
181248BR	Dir, ISP Exempt	Website - Internal Opportunities	7	4	0
		Website - TimeWarner Careers	7	5	1
181264BR	Specialist, Retail Sales Nonexempt	Website - Internal Opportunities	6	5	1
		Website - TimeWarner Careers	9	2	1
181357BR	Mgr, Construction Exempt	Website - Internal Opportunities	8	2	1
		Website - TimeWarner Careers	30	3	0
181489BR	Accounts Payable Specialist Nonexempt	Website - Internal Opportunities	7	1	1
		Website - TimeWarner Careers	135	3	0
181493BR	Capital Coordinator Nonexempt	Website - Internal Opportunities	5	1	1
		Website - TimeWarner Careers	15	1	0
181548BR	Sup, Install/Srvs Comm Exempt	Website - Internal Opportunities	5	2	1
		Website - TimeWarner Careers	18	2	0
181586BR	Sr Mgr, Systems Administration Exempt	Website - Internal Opportunities	3	1	0
		Website - TimeWarner Careers	20	3	1
181624BR	Spec, Marketing Exempt	Website - TimeWarner Careers	1	1	1
181634BR	Project Manager Exempt	Website - Internal Opportunities	11	1	1
		Website - TimeWarner Careers	68	1	0
181645BR	Sr Safety Specialist Exempt	Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	40	6	1
181665BR	Sup, Install & Service Exempt	Website - Internal Opportunities	20	3	0
		Website - TimeWarner Careers	30	7	2
181666BR	Sup, Install & Service Exempt	Website - Internal Opportunities	8	0	0
		Website - TimeWarner Careers	14	2	2
181680BR	Mgr, Direct Sales Exempt	Website - Internal Opportunities	10	2	0
		Website - TimeWarner Careers	13	2	1
181685BR	Mgr, Direct Sales Exempt	Internet - Jobs2Web	1	1	1
		Website - Internal Opportunities	7	6	0
		Website - TimeWarner Careers	10	2	1
181689BR	Project Leader Exempt	Website - Internal Opportunities	4	0	0
		Website - TimeWarner Careers	31	4	1
181737BR	Sr Mgr, Marketing Exempt	Website - TimeWarner Careers	11	2	1
181941BR	Dir, Event Marketing Exempt	Website - TimeWarner Careers	53	1	1
181945BR	Tech, Trainee Union Nonexempt	Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	19	3	1
181971BR	Dir, Media Sales Exempt	Former Employee - Former employee	1	1	1
		Website - Add Candidate	1	1	1
182022BR	Recruiter Exempt	Website - Internal Opportunities	6	0	0
		Website - TimeWarner Careers	59	3	1
182067BR	Specialist, Retail Sales Nonexempt	Website - TimeWarner Careers	39	2	2
182080BR	Sup, Maintenance Exempt	Website - Internal Opportunities	4	0	0
		Website - TimeWarner Careers	13	2	1
182081BR	Sup, Maintenance Exempt	Website - Internal Opportunities	2	1	1
		Website - TimeWarner Careers	6	1	0
182331BR	Tech, Trainee Union Nonexempt	Website - Internal Opportunities	5	2	1
		Website - TimeWarner Careers	25	1	0
182345BR	Rep 1, Direct Sales Exempt	Website - TimeWarner Careers	40	14	10
182387BR	Rep 1, Direct Sales Exempt	Website - TimeWarner Careers	37	5	4
182400BR	Rep 1, Direct Sales Exempt	Website - TimeWarner Careers	1	1	0
182426BR	Sup, Retail Sales Exempt	Website - Internal Opportunities	6	2	1
		Website - TimeWarner Careers	42	1	0

182446BR	Dir, Product Mgmt Exempt	Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	34	3	1
182497BR	Dir, Human Resources I Exempt	Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	66	5	1
182680BR	Rep 1, Customer Care Nonexempt	Website - Internal Opportunities	1	1	1
		Website - TimeWarner Careers	463	49	21
182689BR	Sup, Install & Service Exempt	Website - Internal Opportunities	5	0	0
		Website - TimeWarner Careers	12	1	1
182782BR	Assistant, Ad Sales Nonexempt	Website - Internal Opportunities	11	1	0
		Website - TimeWarner Careers	76	2	1
182802BR	Dir, Media Sales Exempt	Ad - Ad Age	1	1	1
		Website - Add Candidate	1	1	1
		Website - TimeWarner Careers	16	0	0
182980BR	Lead Specialist, Retail Sales Nonexempt	Website - Internal Opportunities	5	2	1
182993BR	Sup, Maintenance Exempt	Website - Internal Opportunities	4	0	0
		Website - TimeWarner Careers	11	2	2
183017BR	Mgr, Installation & Service Exempt	Website - Internal Opportunities	11	3	0
		Website - TimeWarner Careers	38	3	2
183195BR	Rep 1, Direct Sales Exempt	Website - Internal Opportunities	3	1	1
		Website - TimeWarner Careers	87	12	6
183235BR	Tech V, Maintenance Union Nonexempt	Website - Internal Opportunities	9	5	1
		Website - TimeWarner Careers	9	2	0
183263BR	Producer Exempt	Direct Sourcing - Line Networking	1	1	1
		Website - Add Candidate	1	1	1
183340BR	Mgr, Production Exempt	Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	16	0	0
183349BR	Dir, Event Marketing Exempt	Migration - Alexus	1	1	1
		Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	19	1	0
183358BR	Mgr, Marketing Exempt	Website - Directly through the external Career site	1	1	1
		Website - Internal Opportunities	5	0	0
		Website - TimeWarner Careers	40	3	1
183399BR	Mgr, Finance Exempt	Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	199	3	1
183481BR	Rep 1, Direct Sales Exempt	Internet - Jobs2Web	1	0	0
		Website - TimeWarner Careers	29	9	4
183565BR	Mgr, Production Exempt	Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	7	1	1
183566BR	Mgr, Production Exempt	Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	10	1	1
183598BR	Tech, Trainee Combo Union Nonexempt	Website - Internal Opportunities	4	1	0
		Website - TimeWarner Careers	16	1	0
183601BR	Tech, Trainee Combo Union Nonexempt	Website - Internal Opportunities	7	2	0
		Website - TimeWarner Careers	121	17	6
183713BR	Client Services Manager Exempt	Website - Internal Opportunities	4	1	0
		Website - TimeWarner Careers	20	2	1
183860BR	Sup, Direct Sales - DSR Exempt	Internet - Jobs2Web	1	1	0
		Website - Internal Opportunities	7	2	0
		Website - TimeWarner Careers	15	2	1
184048BR	Rep 2, Direct Sales Exempt	Internet - Jobs2Web	2	2	1
		Website - Internal Opportunities	3	0	0
		Website - TimeWarner Careers	38	9	4
184201BR	Sup, Install & Service Exempt	Website - Internal Opportunities	11	0	0
		Website - TimeWarner Careers	64	3	2
184290BR	Sup, Direct Sales - DSR Exempt	Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	10	4	1
184367BR	Tech, Trainee Combo Union Nonexempt	Website - Internal Opportunities	1	1	1
		Website - TimeWarner Careers	56	3	1

184530BR	Sales Greeter Nonexempt	Website - Internal Opportunities	2	1	0
		Website - TimeWarner Careers	45	2	1
184917BR	Spec, Sales Support Lead Exempt	Website - Internal Opportunities	6	2	1
		Website - TimeWarner Careers	16	0	0
184923BR	Dir, Media Sales Exempt	Website - Internal Opportunities	1	1	0
		Website - TimeWarner Careers	42	5	1
184979BR	Sr Mgr, Safety Exempt	Website - Add Candidate	1	1	1
		Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	5	0	0
		Website - TWC QA Gateway	1	1	1
185123BR	AVP, Field Operations Exempt	Website - Internal Opportunities	8	0	0
		Website - TimeWarner Careers	39	1	1
185296BR	Sup, Tech Ops Exempt	Website - Internal Opportunities	3	2	1
		Website - TimeWarner Careers	12	3	0
185313BR	Sup, Service Exempt	Website - Internal Opportunities	6	0	0
		Website - TimeWarner Careers	37	2	1
185805BR	Executive Assistant Nonexempt	Website - Internal Opportunities	5	0	0
		Website - TimeWarner Careers	83	2	1
185809BR	Tech, Trainee Combo Union Nonexempt	Website - Internal Opportunities	5	1	1
		Website - TimeWarner Careers	65	6	6
185810BR	Tech, Trainee Combo Union Nonexempt	Website - Internal Opportunities	3	1	1
		Website - TimeWarner Careers	60	3	1
185971BR	Account Executive Exempt	Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	27	1	1
186037BR	Tech, Trainee Combo Union Nonexempt	Internet - Jobs2Web	1	1	1
		Website - TimeWarner Careers	2	1	1
186123BR	Sales Planner Exempt	Direct Sourcing - Line Networking	1	1	1
		Website - Add Candidate	1	1	1
		Website - Internal Opportunities	3	0	0
186145BR	Capital Coordinator Nonexempt	Website - Internal Opportunities	6	1	1
		Website - TimeWarner Careers	28	0	0
186693BR	Tech V, Maintenance Union Nonexempt	Website - Internal Opportunities	8	2	1
		Website - TimeWarner Careers	7	1	0
186698BR	Sup, Install & Service Exempt	Website - Internal Opportunities	9	3	1
		Website - TimeWarner Careers	31	3	1
186807BR	Mgr, ISP Exempt	Website - Internal Opportunities	5	0	0
		Website - TimeWarner Careers	2	1	1
187077BR	Tech V, Journeyman Combo Union Nonexempt	Website - Internal Opportunities	5	0	0
		Website - TimeWarner Careers	6	1	1
187565BR	Rep 1, Direct Sales Exempt	Internet - Jobs2Web	1	1	0
		Website - TimeWarner Careers	13	7	4
187616BR	Assoc ISP Ops Engineer Exempt	Website - Internal Opportunities	7	1	0
		Website - TimeWarner Careers	53	6	2
187625BR	Assistant, Ad Sales Nonexempt	Website - Internal Opportunities	7	0	0
		Website - TimeWarner Careers	63	6	1
187684BR	Acct. Exec, Spec Comm Sol Exempt	Ad - Through a print, radio, or TV advertisement	1	1	1
		Website - Internal Opportunities	5	0	0
		Website - TimeWarner Careers	15	5	3
187806BR	Tech, Trainee Combo Union Nonexempt	Website - TimeWarner Careers	21	2	1
187880BR	Rep 1, Customer Care Nonexempt	Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	300	21	15
187893BR	Coord, Construction - Int Nonexempt	Internet - Jobs2Web	1	0	1
		Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	3	0	1
187940BR	Accounts Payable Specialist Nonexempt	Website - Internal Opportunities	22	1	0
		Website - TimeWarner Careers	170	7	2
188286BR	Mgr, ISP Exempt	Website - Internal Opportunities	12	2	0

		Website - TimeWarner Careers	30	4	1
188398BR	Store Associate Nonexempt	Website - Internal Opportunities	10	4	1
		Website - TimeWarner Careers	36	1	0
188400BR	GVP, Division Ad Sales Exempt	Referral - Executive Referral	1	1	1
		Website - Add Candidate	1	1	1
188472BR	Intern Nonexempt	College - Holy Cross University	1	1	1
		Website - Add Candidate	1	1	1
188476BR	Intern Nonexempt	Website - TimeWarner Careers	83	5	1
188477BR	Intern Nonexempt	Website - TimeWarner Careers	74	5	1
188478BR	Intern Nonexempt	Website - TimeWarner Careers	147	5	1
188479BR	Intern Nonexempt	Website - TimeWarner Careers	141	2	1
188480BR	Intern Nonexempt	Website - TimeWarner Careers	194	8	1
188526BR	Sales Greeter Nonexempt	Website - Internal Opportunities	3	0	0
		Website - TimeWarner Careers	22	1	1
188604BR	Account Executive 1 Nonexempt	Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	14	2	1
188783BR	Community Sales Specialist Exempt	Website - TimeWarner Careers	28	4	1
188799BR	Sup, Store Exempt	Website - Internal Opportunities	6	3	1
		Website - TimeWarner Careers	8	0	0
188965BR	Community Sales Specialist Exempt	Website - TimeWarner Careers	15	6	3
189006BR	Account Executive 1 Nonexempt	Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	31	3	1
189113BR	Tech, Trainee Combo Union Nonexempt	Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	93	6	4
189119BR	Search Product Mgr Exempt	Internet - Another online recruiting or job posting site	1	1	1
		Website - TimeWarner Careers	15	2	1
189225BR	Intern Nonexempt	Website - TimeWarner Careers	120	2	1
189240BR	Direct Sales Rep Exempt	Website - TimeWarner Careers	34	4	2
189248BR	Store Associate Nonexempt	Website - Internal Opportunities	2	1	1
		Website - TimeWarner Careers	51	1	0
189251BR	Direct Sales Rep Exempt	Website - TimeWarner Careers	22	2	2
189267BR	Intern Nonexempt	Website - TimeWarner Careers	43	3	2
189294BR	Tech 3 Union Nonexempt	Website - Internal Opportunities	3	0	0
		Website - TimeWarner Careers	14	1	1
189453BR	Leadership Trainer Exempt	Website - Internal Opportunities	6	0	0
		Website - TimeWarner Careers	89	6	1
189585BR	VP, Finance Exempt	Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	69	2	2
189677BR	Account Executive Exempt	Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	13	1	1
190093BR	Intern Nonexempt	Referral - Executive Referral	1	1	1
		Website - Add Candidate	1	1	1
190285BR	GVP, Division Ad Sales Exempt	Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	27	0	0
190301BR	Tech, Trainee Combo Union Nonexempt	Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	51	1	1
190678BR	Community Sales Specialist Exempt	Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	76	13	7
190681BR	Community Sales Specialist Exempt	Internet - Jobs2Web	1	1	0
		Website - Internal Opportunities	4	0	0
		Website - TimeWarner Careers	121	27	14
190914BR	Sup, Customer Care Exempt	Website - Internal Opportunities	10	2	1
191120BR	Product Mktg Specialist Exempt	Direct Sourcing - LinkedIn	1	1	1
		Website - Add Candidate	1	1	1
		Website - Internal Opportunities	9	1	0
		Website - TimeWarner Careers	40	2	0
191168BR	Direct Sales Rep Exempt	Website - TimeWarner Careers	9	3	2

192127BR	Account Executive Exempt	Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	12	2	0
192184BR	Field Technician I Nonexempt	Website - TimeWarner Careers	342	58	44
192248BR	General Project Manager-Int Exempt	Website - Internal Opportunities	4	2	1
		Website - TimeWarner Careers	13	0	0
192356BR	Mgr, Product Development Exempt	Internet - HotJobs.com	1	0	0
		Website - Internal Opportunities	1	0	0
		Website - Niche Redirect Site	1	0	0
		Website - TimeWarner Careers	40	3	1
192505BR	Field Technician I Nonexempt	Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	172	46	28
192610BR	Maintenance Technician I Nonexempt	Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	42	12	11
192653BR	Direct Sales Rep Exempt	Website - Internal Opportunities	2	1	0
		Website - TimeWarner Careers	21	4	2
193053BR	Mgr, Research Exempt	Website - Internal Opportunities	3	1	0
		Website - TimeWarner Careers	20	5	0
193057BR	Analyst, Research Exempt	Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	45	6	1
193139BR	Mgr, Product Development Exempt	Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	19	2	1
193500BR	ISP Engineer I Exempt	Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	29	2	2
193546BR	ISP Engineer II Exempt	Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	9	4	4
193547BR	ISP Engineer II Exempt	Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	15	2	2
193548BR	ISP Engineer II Exempt	Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	19	3	3
193553BR	ISP Engineer III Exempt	Website - TimeWarner Careers	6	1	1
193569BR	Tech 1, Comm Fiber Services Nonexempt	Website - TimeWarner Careers	97	4	4
193814BR	Maintenance Technician I Nonexempt	Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	190	33	20
194548BR	Dir, Product Research Exempt	Ad - Through a print, radio, or TV advertisement	1	1	1
		Website - TimeWarner Careers	16	3	1
194663BR	Tech, Trainee Union Nonexempt	Website - TimeWarner Careers	84	6	3
194711BR	Direct Sales Rep Exempt	Website - TimeWarner Careers	11	5	3
194825BR	Direct Sales Rep Exempt	Website - Internal Opportunities	2	1	1
		Website - TimeWarner Careers	26	0	0
194837BR	Maintenance Technician I Nonexempt	Website - Internal Opportunities	3	1	0
		Website - TimeWarner Careers	47	6	5
195024BR	ISP Engineer II Exempt	Website - TimeWarner Careers	11	1	1
195097BR	Spec, Sales Support Lead Exempt	Internet - Indeed	1	1	1
		Website - Internal Opportunities	6	2	2
		Website - TimeWarner Careers	23	1	1
195109BR	Intern Nonexempt	Website - TimeWarner Careers	1	1	1
195111BR	Account Coordinator Nonexempt	Website - Internal Opportunities	14	2	2
		Website - TimeWarner Careers	53	1	1
195113BR	Account Coordinator Nonexempt	Internet - Jobs2Web	1	1	1
		Website - Internal Opportunities	10	2	2
		Website - TimeWarner Careers	86	3	1
195199BR	Mgr, Sales Support Exempt	Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	34	3	0
195267BR	Tech 1, Comm Fiber Services Nonexempt	Website - TimeWarner Careers	55	1	1
195268BR	Tech 1, Comm Fiber Services Nonexempt	Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	80	0	0
195275BR	Sup, Sales Support Exempt	Website - Internal Opportunities	7	0	0
195636BR	Coord, Construction - Int Nonexempt	Website - TimeWarner Careers	4	0	0

195640BR	Coord, Construction - Int Nonexempt	Website - TimeWarner Careers	15	3	2
195642BR	Coord, Construction - Int Nonexempt	Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	22	1	1
195754BR	Mgr, Offline Customer Support Exempt	Website - Internal Opportunities	10	5	0
		Website - TimeWarner Careers	78	1	1
196097BR	Direct Sales Rep Exempt	Website - TimeWarner Careers	7	0	0
196509BR	Store Associate Nonexempt	Website - TimeWarner Careers	15	1	1
197368BR	Store Associate Nonexempt	Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	50	2	2
197819BR	Sup, Construction Exempt	Website - Internal Opportunities	1	1	1
		Website - TimeWarner Careers	25	0	0
197852BR	Maintenance Technician I Nonexempt	Website - TimeWarner Careers	37	1	1
198491BR	Account Executive Exempt	Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	31	2	0
198667BR	Sup, Direct Sales Exempt	Website - Internal Opportunities	6	3	0
		Website - TimeWarner Careers	16	1	1
198795BR	Mgr, Maintenance Exempt	Website - Internal Opportunities	4	3	0
		Website - TimeWarner Careers	13	2	0
Grand Total			**8052**	**953**	**436**