

FCC Unit Address List

FCC Unit	Address	City	State	Postal
13524	118 N 8th St	Santa Paula	CA	93060
	12180 Ridgecrest Rd #102	Victorville	CA	92395
	12858 Production Place	Victorville	CA	92392
	1560 Humbolt Rd, Suite 4	Chico	CA	95928
	1680 E Gonzales Road	Oxnard	CA	93036
	181 Tank Farm Rd, Ste 210 & 220	San Luis Obispo	CA	93401
	1919 State St Ste 101	Santa Barbara	CA	93101
	2525 Knoll Dr	Ventura	CA	93003
	270 Bridge St	San Luis Obispo	CA	93401
	2805 Lafayette St	Santa Clara	CA	95050
	375 N Main St	Porterville	CA	93257
	39115 Trade Center Dr	Palmdale	CA	93551
	41551 10th Str W	Palmdale	CA	93551
	4450 California Avenue	Bakersfield	CA	93309
	475 Airport Blvd	Watsonville	CA	95076
	485 Easy St	Simi Valley	CA	93065
	51 West Main St	Ventura	CA	93001
	5835 Eastside Rd	Redding	CA	96001
	721 Maulhardt Ave	Oxnard	CA	93030
	7555 San Luis Ave	Atascadero	CA	93422
	773 N Walnut Rd	Turlock	CA	95380
	8120 Camino Arroyo	Gilroy	CA	95020
	8201 California City Blvd, Suite C	California City	CA	93505

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396-C</p>	OMB 3060-1033 September 2003	FOR FCC USE ONLY
<p>Multi-Channel Video Program Distributor EEO Program Annual Report</p> <p>Read INSTRUCTIONS Before Filling Out Form</p>		FOR COMMISSION USE ONLY FILE NO. B396 - 20180928ACP

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 CHARLOTTE	State NC	Zip Code 28217-
FCC Registration Number: 0024928004		
Emp. Unit ID # 13524		
Application Purpose		
<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 VENTURA COUNTY, CA		
D. Category of Respondent (check applicable box)		
<input type="radio"/> Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V <input checked="" type="radio"/> 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) 07/01/17-06/30/18		
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?	<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.

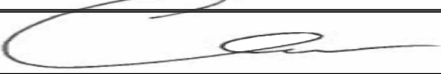
[Exhibit 3]

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	GVP, LABOR AND EMPLOYEE RELATIONS
Date	9/28/2018	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).

Exhibits

2018 Recruitment Initiatives

CFR § 76.75 (b) (2)

FCC Unit: 13524

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

Live Hire

-) September 13, 2017
-) Turlock Office 773 N. Walnut Rd, Turlock, CA
-) Charter Representation: Recruiters
-) Targeted Positions: All open positions
-) Large Volume of Attendees
-) 2 Interviews
-) 1 Offer Extended

Emma Bowen Foundation Summer Conference and Job Fair

-) June 25, 2018
-) Kimmel Center at New York University - New York, NY
-) Charter Representation: Recruiters
-) Targeted Positions: All open positions
-) Over 200 Attendees

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

Leading a Respectful Workplace

Employees at this Charter FCC unit participated in the Leading a Respectful Workplace training. Leading a Respectful Workplace is a 3 day class room training that provides Charter's leaders with the skills and insights needed to achieve positive business results and engage employees in ways that inspire their best work. The course emphasizes leadership and legal responsibilities needed in addressing our most compelling and urgent priorities for creating and maintaining a professional, productive, and inclusive work environment. Key Learning Objectives: How leaders' behaviors directly impact business results. How leaders model organizational values and how they can best respond to issues when they come up. How leaders hold employees accountable and coach effectively for optimal performance. How inappropriate behavior can compromise even the most effective leadership practices. How leaders behave when they learn of an employee complaint. How social media impacts today's workplace, and understanding the most effective role for leaders.

**2018 FCC Unit Outreach Source List
13524 Central California
Ventura County**

Agency Name	City	State	Zip Code	Recipient Email	Phone #
INN VISION - RESOURCE NET	San Jose	CA	95112	cgarrison@innvision.org;CATHERINE GARRISON	4084533124
Expandability	San Jose	CA	95128	karen@expandability.org;Karen Beverage	408-278-2000
Vietnamese Engineering Student Association (VESA)	San Jose	CA	95192	huythuynguyen09@gmail.com;Huy Nguyen	N/A
Goodwill Career Services	San Jose	CA	95112	wallyc@goodwillsv.org;Wally C	408-969-9115
COUNCIL ON AGING- SILICON VALLEY	San Jose	CA	95126	hvilalovoz@coasiliconvalley.com;HENRI VILLALOVOZ	4083503224
Employment & Community Options	San Jose	CA	95126	mmiqdol@communityoptions.org;Monique Miqudol	N/A
SAN JOSE CONSERVATION CORP	San Jose	CA	95111	oja@sicccharterschool.org;OLGA MADERA	4085956542
California Dept of Rehabilitation	San Luis Obispo	CA	93401	justin.mcintire@dor.ca.gov;Justin McIntire	805-594-6110
Cal Poly Career Center	San Luis Obispo	CA	93407	tsmartin@calpoly.edu;Tammy Martin	805-756-1111
America's Job Center of California - San Luis Obispo County	San Luis Obispo	CA	93401	alan.mckean@edd.ca.gov;Alann McKean, ldatvidson@ccgoodwill.org;null, schurch@ccgoodwill.org;Stacy Church	N/A
Workforce Resource Center - Santa Barbara	Santa Barbara	CA	93101	frank.campo@edd.ca.gov;null, robert.shverdecke@edd.ca.gov;null, Rodrigo.gonzalez@edd.ca.gov;Rodrigo Gonzales	805-568-1314
National Association of Women in Construction	Santa Clara	CA	95050	shawnaalvarado@aol.com;Shawna Alvarado	408-988-4965
Santa Clara County Veterans Services Office	Santa Clara	CA	95050	vets@vets.sccgov.org;Ken Kershaw	408-993-0829
SANTA CLARA UNIV/COMMUNICATION DEPT	Santa Clara	CA	95053	lcsteraas@scu.edu;JOB LISTING	4085542798
Workforce Resource Center - Santa Maria	Santa Maria	CA	93454	frank.campo@edd.ca.gov;Frank Campo, ryan.barney@edd.ca.gov;Ryan Barney	805-614-1550
Santa Clara Valley Job & Career Center	Santa Paula	CA	93060	jaimeduncan@ventura.org;Jaime Duncan, john.jackson@ventura.org;John Jackson, loan.nguyen@ventura.org;Loan Nguyen	805-933-9300
America Job Center of California - Shelter	Shafter	CA	93263	linder@ca.kern.ca.us;null	661-746-8400
JVS Los Angeles	Sherman Oaks	CA	91403	isantiago@jvsla.org;Josefina Santiago	8185017756
America's Job Center, East Ventura County	Simi Valley	CA	93065	loan.nouven@ventura.org;Loan Nouven, martv.estrada@ventura.org;Marty Estrada	805-955-2283
SIMI VALLEY BROADCAST ACADEMY	Simi Valley	CA	93063	ersandoval@yahoo.com;JOB PLACEMENT	8055834592
Sun Valley WorkSource Center	Sun Valley	CA	91352	labers@wscanetwork.org;null, leandro.macias@edd.ca.gov;null, smoncada@wscanetwork.org;null	818-504-0334
TIERRA DEL SOL FOUNDATION	Sunland	CA	91040	info@tierradelsol.org;null, iestrada@tierradelsol.org;Janice Estrada	8183521419
NOVA Job Center	Sunnyvale	CA	94086	Gonzalo.Alvarez@edd.ca.gov;Gonzalo Alvarez, jlangdel@novaworks.org;null, patrick.keenan@edd.ca.gov;Patrick Keenan	408-730-7232
County of Ventura Human Services Agency Job & Career Center	Thousand Oaks	CA	91360	loan.nguyen@ventura.org;Loan Nguyen	N/A
The Conejo Jewish Job Support - Temple Adat Elohim	Thousand Oaks	CA	91362	career_coach@att.net;Ilan Rosen	818-207-6680
CALIFORNIA DEPT OF REHABILITATION	Thousand Oaks	CA	91360	ashabani@dor.ca.gov;Acelle Shaban-Riley, jstuhr@dor.ca.gov;PLEASE DISTRIBUTE;JANET STUHR, karen.swanson@dor.ca.gov;Karen Swanson	805-371-6279
Tulare Family Resource Center	Tulare	CA	93274	shelley.jensen@dor.ca.gov;Shelley Jensen	559-684-1987
Alliance Worknet (AW) Career Resource Center / Employment Development Department	Turlock	CA	95280	matilde.pena-hermandez@edd.ca.gov;Matilde H Hernandez, spotts@edd.ca.gov;null, steven.potts@edd.ca.gov;Steven Potts	209-669-2994
SOVA	Van Nuys	CA	91406	Isoriano@ifsla.org;LOSHA SORIANO	8188887882
CALIFORNIA DEPT OF REHABILITATION	Van Nuys	CA	91411	huoq.casian@dor.ca.gov;Huoq Casian	818-901-5024
ILC OF SOUTHERN CA	Van Nuys	CA	91401	imarinsharp@itcsc.org;JACQUELINE MARIN-SHARP	8187856934
Ventura Job & Career Center	Ventura	CA	93003	Christy.Norton@ventura.org;null, jaimeduncan@ventura.org;Jaime Duncan, jeri.jiminez@ventura.org;Jeri Jiminez, nancy.ambriz@ventura.org;Nancy Ambriz	805-654-3434
America's Job Center of California - Victorville	Victorville	CA	92395	carl.reed@edd.ca.gov;Carl Reed, ccompton@wdd.sbcounty.gov;null, cwatson@wdd.sbcounty.gov;null, fabrice.figaro@edd.ca.gov;Fabrice Figaro, luis.urquiles@edd.ca.gov;null, sam.mcmakin@edd.ca.gov;Sam McMakin	760-552-6552
A Ticket to Success-Tulare County Office of Education	Visalia	CA	93291	jgarza@see.tcoe.org;Joe Garza, nsaephanh@see.tcoe.org;Nai Saephanh, rdeleon@see.tcoe.org;Rebecca DeLeon	559-730-2737
Proteus Inc. - Visalia Services Center	Visalia	CA	93291	jesusq@proteusinc.org;Jesus Gamboa	559-627-0100
Tulare County Employment Connection	Visalia	CA	93277	chuck.gunsolus@cset.org;null, juan.vasquez@edd.ca.gov;Juan Vasquez	559-713-5000
Community Services Employment Training	Visalia	CA	93291	chuck.gunsolus@cset.org;Chuck Gunsolus	559-732-4194
Visalia Branch - California Department of Rehabilitation	Visalia	CA	93277	shelley.jensen@dor.ca.gov;Shelley Jensen	559-735-3638
Watsonville Career Center	Watsonville	CA	95076	charles.jones@edd.ca.gov;Charles Jones, sharolynn.ullestad@workforcescc.com;Sharolynn Ullestad	831-763-9700
JVS West Hollywood Worksource Center	West Hollywood	CA	90036	isantiago@jvsla.org;Josephina Santiago, sszrabian@jvsla.org;null	310-652-6378
Glenn County Human Resource Agency	Willows	CA	95988	qcboard@countvofolenn.net;null, vlam@hra.co.alenn.ca.us;Yassi Lam	530-934-6514

FCC Source Evaluation Report

FCC Unit: 13524 Central California

County/State: Ventura County, CA

Vacancies filled from: 07/01/2017-06/30/2018

Source Description	# Applicants	# Interviews	# Hires
Ad - Ad Age	1	1	1
Careers: Website - TW Careers	3460	232	24
Contractor_Conversion:Conversion - Contractor	1	1	1
DirectSourcing:Direct Sourcing	28	28	18
FormerEmployee:Former Employee	1	1	1
Internal: Internal	9	9	9
Job Fair- Live Hire	0	0	0
JOB_BOARD:Internet - Job Boards	45	44	40
OTHER: Other	1	1	1
Professional: Referral - Professional	2	2	1
REFTWC:Referral - Time Warner Cable	17	17	16
Retained: Agency - Retained	1	1	1
Television: Ad - Television	21	21	18
Website - Internal Opportunities	303	157	51
Grand Total	3890	515	182

FCC Sourcing Report

FCC Unit: 13524 Central California

County/State: Ventura County, CA

Vacancies filled from: 07/01/2017-06/30/2018

Requisition #	Job Title	Source Description	# Applicants	# Interviews	# Hires
200614BR	Account Executive Exempt	Careers: Website - TW Careers	5	1	1
202029BR	Store Lead Nonexempt	Careers: Website - TW Careers	1	1	0
		Website - Internal Opportunities	2	1	1
202050BR	Assoc ISP Ops Engineer Exempt	Careers: Website - TW Careers	5	0	0
		Website - Internal Opportunities	3	1	1
203172BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	7	2	0
203216BR	Fulfillment Support Tech Nonexempt	Careers: Website - TW Careers	16	3	0
		Television: Ad - Television	1	1	1
203219BR	Field Technician I Nonexempt	Careers: Website - TW Careers	10	1	0
		Television: Ad - Television	3	3	2
203224BR	TQA Field Tech I Nonexempt	Careers: Website - TW Careers	5	0	0
		Internal: Internal	1	1	1
203260BR	Account Executive Exempt	Careers: Website - TW Careers	1	0	0
		REFTWC:Referral - Time Warner Cable	1	1	1
203263BR	Account Planner Exempt	Careers: Website - TW Careers	42	2	0
		JOB_BOARD:Internet - Job Boards	1	1	1
		Website - Internal Opportunities	1	0	0
203322BR	Field Technician I Nonexempt	Careers: Website - TW Careers	43	14	4
		Internal: Internal	1	1	1
		JOB_BOARD:Internet - Job Boards	1	1	0
		Television: Ad - Television	1	1	1
203323BR	Field Technician I Nonexempt	Careers: Website - TW Careers	18	4	1
		Website - Internal Opportunities	1	0	0
203502BR	Sup, TQA Field Ops Exempt	Careers: Website - TW Careers	11	1	0
		Website - Internal Opportunities	3	2	1
203508BR	TQA Field Tech I Nonexempt	Careers: Website - TW Careers	6	1	1
		Website - Internal Opportunities	2	1	1
203833BR	Store Associate Nonexempt	Careers: Website - TW Careers	15	2	0
		JOB_BOARD:Internet - Job Boards	1	1	1
204004BR	Maintenance Technician I Nonexempt	Website - Internal Opportunities	22	12	1
204054BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	35	0	0
		DirectSourcing:Direct Sourcing	1	1	1
		JOB_BOARD:Internet - Job Boards	4	4	4
		REFTWC:Referral - Time Warner Cable	1	1	1
204300BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	8	3	0
		DirectSourcing:Direct Sourcing	4	4	2
		JOB_BOARD:Internet - Job Boards	1	1	1
204357BR	Fulfillment Support Tech Nonexempt	Careers: Website - TW Careers	42	6	1
		Website - Internal Opportunities	2	0	0
204387BR	Dir, Ad Sales Exempt	Careers: Website - TW Careers	6	1	0
		REFTWC:Referral - Time Warner Cable	1	1	1
204755BR	Mgr, Store Exempt	Careers: Website - TW Careers	21	0	0
		Website - Internal Opportunities	8	4	1

205425BR	Rep 1, Cust Svc Billing Nonexempt	Careers: Website - TW Careers	485	0	0
		JOB_BOARD:Internet - Job Boards	1	1	1
205443BR	Store Associate - PT Nonexempt	Careers: Website - TW Careers	75	9	0
205605BR	Account Executive Exempt	Careers: Website - TW Careers	4	1	0
		DirectSourcing:Direct Sourcing	1	1	1
		Website - Internal Opportunities	1	0	0
205838BR	Sup, Field Operations Exempt	Careers: Website - TW Careers	19	3	0
		Internal: Internal	1	1	1
		Website - Internal Opportunities	8	7	0
205906BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	12	4	1
205910BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	5	3	0
206086BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	23	0	0
		REFTWC:Referral - Time Warner Cable	2	2	2
		Website - Internal Opportunities	2	1	1
206207BR	TQA Field Tech I Nonexempt	Website - Internal Opportunities	8	5	1
206214BR	Store Associate - PT Nonexempt	Careers: Website - TW Careers	52	8	0
		Website - Internal Opportunities	1	0	0
206600BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	6	0	0
206644BR	Store Associate Nonexempt	Careers: Website - TW Careers	43	2	0
		Website - Internal Opportunities	2	2	1
207097BR	Field Technician V Nonexempt	Careers: Website - TW Careers	1	0	0
		Website - Internal Opportunities	4	1	1
207346BR	Store Associate - PT Nonexempt	Careers: Website - TW Careers	17	2	0
		JOB_BOARD:Internet - Job Boards	1	1	1
207459BR	Rep 1, Cust Svc Billing Nonexempt	Careers: Website - TW Careers	137	5	0
		JOB_BOARD:Internet - Job Boards	3	3	3
		Website - Internal Opportunities	1	0	0
207695BR	Fulfillment Support Tech Nonexempt	Careers: Website - TW Careers	28	2	0
		Television: Ad - Television	1	1	1
207697BR	Maintenance Technician I Nonexempt	Careers: Website - TW Careers	62	0	0
		Website - Internal Opportunities	9	7	3
207764BR	Lead Billing Nonexempt	Website - Internal Opportunities	10	1	1
208075BR	Field Technician I Nonexempt	Careers: Website - TW Careers	44	2	0
		Television: Ad - Television	2	2	2
208076BR	Fulfillment Support Tech Nonexempt	Careers: Website - TW Careers	13	3	0
		Television: Ad - Television	1	1	1
208157BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	6	2	0
		JOB_BOARD:Internet - Job Boards	3	3	3
208159BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	4	2	0
208166BR	Account Executive Exempt	Careers: Website - TW Careers	11	4	0
		DirectSourcing:Direct Sourcing	1	1	1
		Website - Internal Opportunities	1	1	0
208208BR	Rep 1, Cust Svc Billing Nonexempt	Careers: Website - TW Careers	108	0	0
		JOB_BOARD:Internet - Job Boards	1	0	1
208329BR	ISP Engineer I Exempt	Careers: Website - TW Careers	20	0	0
		Website - Internal Opportunities	6	4	1
208638BR	Account Executive Exempt	Careers: Website - TW Careers	25	2	0
		Internal: Internal	1	1	1
		Website - Internal Opportunities	2	0	0

208838BR	Sup, Direct Sales Exempt	Careers: Website - TW Careers	8	1	0
		Website - Internal Opportunities	1	1	1
208890BR	Field Technician I Nonexempt	Ad - Ad Age	1	1	1
		Careers: Website - TW Careers	99	13	0
		Television: Ad - Television	10	10	8
208966BR	Mgr, Local Sales III Exempt	Careers: Website - TW Careers	28	4	1
		Website - Internal Opportunities	3	2	0
208971BR	Field Technician I Nonexempt	Careers: Website - TW Careers	33	5	0
		JOB_BOARD:Internet - Job Boards	2	2	2
208972BR	Field Technician I Nonexempt	Careers: Website - TW Careers	30	7	1
208987BR	Field Technician V Nonexempt	Careers: Website - TW Careers	2	0	0
		Website - Internal Opportunities	3	2	2
209097BR	Sup, Store Exempt	Careers: Website - TW Careers	11	0	0
		JOB_BOARD:Internet - Job Boards	1	1	1
		Website - Internal Opportunities	2	0	0
209541BR	Rep 1, Cust Svc Billing Nonexempt	Careers: Website - TW Careers	515	6	0
		JOB_BOARD:Internet - Job Boards	4	4	4
		Website - Internal Opportunities	4	1	1
209652BR	Store Associate Nonexempt	Careers: Website - TW Careers	9	0	0
		JOB_BOARD:Internet - Job Boards	1	1	1
209691BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	2	0	0
		FormerEmployee:Former Employee	1	1	1
		JOB_BOARD:Internet - Job Boards	1	1	0
209696BR	Store Associate Nonexempt	Careers: Website - TW Careers	13	6	0
209868BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	23	2	0
		JOB_BOARD:Internet - Job Boards	3	3	2
209870BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	1	0	0
210331BR	Producer, Spectrum Reach Exempt	Careers: Website - TW Careers	30	0	0
		REFTWC:Referral - Time Warner Cable	1	1	1
		Website - Internal Opportunities	1	0	0
210361BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	4	0	0
		JOB_BOARD:Internet - Job Boards	1	1	1
210484BR	Sup, Field Operations Exempt	Careers: Website - TW Careers	6	3	0
		Website - Internal Opportunities	8	7	1
210500BR	Maintenance Technician I Nonexempt	Careers: Website - TW Careers	7	0	0
		Website - Internal Opportunities	4	4	1
210564BR	MAE - Generalist Exempt	Careers: Website - TW Careers	18	1	0
		Internal: Internal	1	1	1
		Website - Internal Opportunities	3	1	0
210667BR	Account Executive Exempt	Careers: Website - TW Careers	30	0	0
		JOB_BOARD:Internet - Job Boards	1	1	1
		Website - Internal Opportunities	1	0	0
210858BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	3	1	0
211067BR	Mgr, Sales Business Accounts Exempt	Careers: Website - TW Careers	5	0	0
		Website - Internal Opportunities	2	1	1
211279BR	Maintenance Technician I Nonexempt	Careers: Website - TW Careers	42	0	0
		Website - Internal Opportunities	18	14	2
211280BR	Fulfillment Support Tech Nonexempt	Careers: Website - TW Careers	40	4	1
		Website - Internal Opportunities	2	0	0

211330BR	Sup, Customer Service Exempt	Website - Internal Opportunities	3	1	1
211364BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	5	0	0
211410BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	20	3	1
		Internal: Internal	1	1	1
		JOB_BOARD:Internet - Job Boards	3	3	3
		REFTWC:Referral - Time Warner Cable	1	1	1
211416BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	17	8	0
		DirectSourcing:Direct Sourcing	2	2	2
211516BR	Direct Sales Rep Exempt	Website - Internal Opportunities	1	0	0
211519BR	Sup, Direct Sales Exempt	Careers: Website - TW Careers	7	3	1
		Website - Internal Opportunities	2	2	0
211660BR	Direct Sales Rep Exempt	DirectSourcing:Direct Sourcing	1	1	1
211741BR	ISP Engineer I Exempt	Careers: Website - TW Careers	15	1	0
		Website - Internal Opportunities	1	1	1
211903BR	Account Coordinator Nonexempt	Careers: Website - TW Careers	22	1	0
		REFTWC:Referral - Time Warner Cable	1	1	1
		Website - Internal Opportunities	1	0	0
211905BR	Account Coordinator Nonexempt	Careers: Website - TW Careers	7	1	1
212007BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	3	1	0
212270BR	Field Technician I Nonexempt	Careers: Website - TW Careers	18	0	0
		Internal: Internal	1	1	1
212272BR	Field Technician I Nonexempt	Careers: Website - TW Careers	29	3	1
		Television: Ad - Television	1	1	1
212344BR	Construction Coordinator I Nonexempt	Careers: Website - TW Careers	3	0	0
		Website - Internal Opportunities	5	4	1
212624BR	Store Associate - PT Nonexempt	Careers: Website - TW Careers	20	1	0
		JOB_BOARD:Internet - Job Boards	1	1	1
212741BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	26	1	0
		JOB_BOARD:Internet - Job Boards	1	1	1
212747BR	Sup, Maintenance Exempt	Careers: Website - TW Careers	9	3	0
		Website - Internal Opportunities	2	2	1
212799BR	Cloud Account Executive Exempt	Careers: Website - TW Careers	17	0	0
		Retained: Agency - Retained	1	1	1
		Website - Internal Opportunities	1	0	0
212862BR	Field Technician I Nonexempt	Careers: Website - TW Careers	69	13	1
		REFTWC:Referral - Time Warner Cable	1	1	1
		Website - Internal Opportunities	1	1	1
212977BR	TQA Field Tech I Nonexempt	Careers: Website - TW Careers	8	0	0
		Website - Internal Opportunities	4	2	1
213049BR	Store Associate - PT Nonexempt	Careers: Website - TW Careers	42	1	0
213208BR	Account Executive Exempt	Careers: Website - TW Careers	1	0	0
		DirectSourcing:Direct Sourcing	1	1	1
213356BR	Construction Coordinator I Nonexempt	Careers: Website - TW Careers	40	4	2
		Website - Internal Opportunities	17	9	0
213358BR	Construction Coordinator I Nonexempt	Website - Internal Opportunities	6	3	1
213360BR	Store Associate Nonexempt	Careers: Website - TW Careers	8	1	0
		Professional: Referral - Professional	1	1	0
213487BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	11	1	0
		DirectSourcing:Direct Sourcing	2	2	1

		JOB_BOARD:Internet - Job Boards	1	1	0
213577BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	4	0	0
		DirectSourcing:Direct Sourcing	1	1	0
213801BR	Field Technician V Nonexempt	Website - Internal Opportunities	2	2	2
213887BR	Facilities Maintenance Spec Exempt	Careers: Website - TW Careers	40	0	0
		Television: Ad - Television	1	1	1
		Website - Internal Opportunities	4	0	0
213928BR	Account Executive Exempt	Careers: Website - TW Careers	12	0	0
		REFTWC:Referral - Time Warner Cable	1	1	1
214099BR	Account Planner Exempt	Careers: Website - TW Careers	15	0	0
		Website - Internal Opportunities	1	1	1
214258BR	Lead Billing Nonexempt	Website - Internal Opportunities	12	7	1
214386BR	Construction Coordinator I Nonexempt	Careers: Website - TW Careers	3	2	0
		Website - Internal Opportunities	2	1	1
214406BR	Sales Greeter Nonexempt	Careers: Website - TW Careers	43	1	0
		JOB_BOARD:Internet - Job Boards	1	1	1
214725BR	Account Coordinator Nonexempt	Careers: Website - TW Careers	20	2	0
		REFTWC:Referral - Time Warner Cable	1	1	1
214751BR	Account Executive Exempt	Careers: Website - TW Careers	23	0	0
		DirectSourcing:Direct Sourcing	1	1	1
		Website - Internal Opportunities	2	0	0
214809BR	Mgr, Field Operations Exempt	Careers: Website - TW Careers	13	4	0
		Website - Internal Opportunities	9	3	1
214814BR	Sup, Field Operations Exempt	Careers: Website - TW Careers	5	2	1
		Website - Internal Opportunities	8	2	0
215315BR	Store Associate Nonexempt	Careers: Website - TW Careers	20	1	0
		JOB_BOARD:Internet - Job Boards	1	1	1
		Website - Internal Opportunities	1	1	0
215511BR	Construction Coordinator I Nonexempt	Website - Internal Opportunities	10	2	1
215577BR	Sup, Field Operations Exempt	Careers: Website - TW Careers	2	0	0
		Website - Internal Opportunities	5	1	1
215579BR	Field Technician VI Nonexempt	Careers: Website - TW Careers	9	0	0
		Website - Internal Opportunities	4	1	1
215585BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	7	0	0
		REFTWC:Referral - Time Warner Cable	1	1	1
215588BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	5	1	0
		DirectSourcing:Direct Sourcing	2	2	1
215589BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	5	0	0
215785BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	20	1	0
215787BR	Account Coordinator Nonexempt	Careers: Website - TW Careers	56	4	1
215803BR	Construction Coordinator III Nonexempt	Website - Internal Opportunities	3	1	1
215805BR	Construction Coordinator III Nonexempt	Website - Internal Opportunities	3	2	2
215808BR	Construction Coordinator III Nonexempt	Website - Internal Opportunities	3	1	1
216039BR	Store Associate Nonexempt	Careers: Website - TW Careers	18	3	0
		JOB_BOARD:Internet - Job Boards	1	1	1
216220BR	Field Technician VI Nonexempt	Careers: Website - TW Careers	6	1	1
216287BR	Data Center Technician - Int Nonexempt	Careers: Website - TW Careers	22	0	0
		Contractor_Conversion:Conversion - Contractor	1	1	1
216632BR	Account Executive Exempt	Careers: Website - TW Careers	11	0	0

		REFTWC:Referral - Time Warner Cable	1	1	1
216646BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	15	4	0
		DirectSourcing:Direct Sourcing	3	3	1
		REFTWC:Referral - Time Warner Cable	1	1	0
216761BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	4	1	0
		DirectSourcing:Direct Sourcing	2	2	2
216818BR	Account Executive Exempt	Careers: Website - TW Careers	4	0	0
		DirectSourcing:Direct Sourcing	1	1	1
216827BR	Field Technician I Nonexempt	Careers: Website - TW Careers	50	1	1
		Website - Internal Opportunities	1	1	1
216828BR	Construction Coordinator I Nonexempt	Website - Internal Opportunities	2	0	0
217204BR	Mgr, Field Operations Exempt	Careers: Website - TW Careers	10	0	0
		Website - Internal Opportunities	13	5	1
217207BR	Maintenance Technician I Nonexempt	Careers: Website - TW Careers	12	2	1
		Website - Internal Opportunities	5	4	1
217312BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	11	1	0
217591BR	Construction Coordinator II Nonexempt	Careers: Website - TW Careers	1	0	0
		Website - Internal Opportunities	3	1	1
217853BR	Store Associate - PT Nonexempt	Careers: Website - TW Careers	18	0	0
		Internal: Internal	1	1	1
218092BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	40	1	0
		JOB_BOARD:Internet - Job Boards	3	3	2
		REFTWC:Referral - Time Warner Cable	1	1	1
218128BR	Construction Coordinator I Nonexempt	Website - Internal Opportunities	10	9	1
218180BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	11	2	0
		DirectSourcing:Direct Sourcing	1	1	1
		REFTWC:Referral - Time Warner Cable	1	1	1
218193BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	30	2	0
		DirectSourcing:Direct Sourcing	4	4	1
		JOB_BOARD:Internet - Job Boards	2	2	2
218390BR	Construction Coordinator I Nonexempt	Careers: Website - TW Careers	11	0	0
		Website - Internal Opportunities	3	3	1
218435BR	Field Technician V Nonexempt	Careers: Website - TW Careers	6	0	0
		Website - Internal Opportunities	1	1	1
218971BR	Account Executive Exempt	Careers: Website - TW Careers	6	1	0
		Internal: Internal	1	1	1
219687BR	Store Associate Nonexempt	Careers: Website - TW Careers	7	0	0
		OTHER: Other	1	1	1
220233BR	Mgr, Local Sales Exempt	Careers: Website - TW Careers	4	0	0
		REFTWC:Referral - Time Warner Cable	1	1	1
		Website - Internal Opportunities	1	0	0
220622BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	5	0	0
221211BR	Store Associate Nonexempt	Careers: Website - TW Careers	3	0	0
		Professional: Referral - Professional	1	1	1
201877BR	Direct Sales Rep Exempt	Job Fair- Live Hire	0	0	0
Grand Total			3890	515	182