

FCC Unit Address List

FCC Unit	Address	City	State	Postal
13548	10450 Pacific Center Ct	San Diego	CA	92121
	1110 Orange Ave	Coronado	CA	92118
	11855 Palm Dr	Desert Hot Springs	CA	92240
	13179 - 1 Black Mountain Rd	San Diego	CA	92129
	3051 Clairemont Dr	San Diego	CA	92117
	41-725 Cook St	Palm Desert	CA	92211
	440 S El Cielo	Palm Springs	CA	92262
	44-425 Town Center Way	Palm Desert	CA	92260
	73061 Fred Waring Dr	Palm Desert	CA	92260
	7500 Kickapoo Trail	Yucca Valley	CA	92284
	81-557 Dr. Carreon Blvd	Indio	CA	92201
	83473 Avenue 45	Indio	CA	92201
	8925 Ware Ct	San Diego	CA	92121
	8949 Ware Court	San Diego	CA	92121

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 - 20181001AGI

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 # 13548			
Application Purpose			
<input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report			
<input checked="" type="checkbox"/> Supplemental Investigation Sheet (SIS) Attached			
C. County and State in which unit's employment office is located SAN DIEGO, 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).

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	<input style="width: 30px; height: 20px;" type="text"/>	[Exhibit 4]
2. Professionals	<input style="width: 30px; height: 20px;" type="text"/>	[Exhibit 5]
3. Technicians	<input style="width: 30px; height: 20px;" type="text"/>	[Exhibit 6]
4. Sales Workers	<input style="width: 30px; height: 20px;" type="text"/>	[Exhibit 7]
5. Office and Clerical	<input style="width: 30px; height: 20px;" type="text"/>	[Exhibit 8]
6. Craft Workers (skilled)	<input style="width: 30px; height: 20px;" type="text" value="1"/>	[Exhibit 9]
7. Operatives (semi-skilled)	<input style="width: 30px; height: 20px;" type="text"/>	[Exhibit 10]
8. Laborers (unskilled)	<input style="width: 30px; height: 20px;" type="text"/>	[Exhibit 11]
9. Service Workers	<input style="width: 30px; height: 20px;" type="text"/>	[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: 13548	MISO NAME: CHARTER COMMUNICATIONS
	OPR NAME: TIME WARNER CABLE

Approved by OMB
3060-1033

Exhibits

Exhibit 9

Description: CRAFT WORKER JOB DESCRIPTION

SEE ATTACHMENT 9 IN FCC UNIT 13544 NORTH TEXAS. THIS RESPONSE APPLIES TO ALL FCC UNITS ACROSS CHARTER FOOTPRINT.

Attachment 9

Exhibit 14

Description: QUESTION 2

SEE ATTACHMENT 14 IN FCC UNIT 13544 NORTH TEXAS. THIS RESPONSE APPLIES TO ALL FCC UNITS ACROSS CHARTER FOOTPRINT

Attachment 14

Exhibit 15

Description: QUESTION 3

SEE ATTACHMENT 15 IN FCC UNIT 13544 NORTH TEXAS. THIS RESPONSE APPLIES TO ALL FCC UNITS ACROSS CHARTER FOOTPRINT.

Attachment 15

Exhibit 18

Description: QUESTION 6

SEE ATTACHMENT 18 IN FCC UNIT 13544 NORTH TEXAS. THIS RESPONSE APPLIES TO ALL FCC UNITS ACROSS CHARTER FOOTPRINT.

Attachment 18

Exhibit 22

Description: 13548 SAN DIEGO/DESERT CITIES EEO REPORT

Attachment 22

Description
13548 San Diego/Desert Cities EEO Report

2018 Recruitment Initiatives

CFR § 76.75 (b) (2)

FCC Unit: 13548

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

HireLive- San Diego

-) August 17, 2017
-) DoubleTree by Hilton San Diego Downtown
-) Charter Representation: DSR Supervisor
-) Targeted Positions: All open positions
-) 7 Interviews, 2 Offers Extended

CareerIntro - San Diego

-) September 27, 2017
-) DoubleTree, 1515 Hotel Cir S, San Diego, CA 92108
-) Charter Representation: Recruiters
-) Targeted Positions: All open positions
-) 6 Interviews, 4 Offers Extended
-) Large Volume of Attendees

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

Behavioral Interviewing: What is it?

Employees at this Charter FCC unit participated in the Behavioral Interviewing: What is it? training. This course is an overview of basic interviewing, the typical Charter interviewing process-phases and steps, as well as information about a specific type of interview question, behavioral-based. Employees explore behavioral interviewing, what it is, why we use it at Charter and how taking the time to find the right candidate helps them, Charter and the candidate be successful. This course is for all Charter supervisors, managers, and leaders as well as HR persons who interview and help select candidates.

**2018 FCC Unit Outreach Source List
13548 San Diego/Desert Cities
San Diego County**

Agency Name	City	State	Zip Code	Recipient Email	Phone #
Altamira Everest College	Alhambra	CA	91803	mcoastell@cci.edu; Mary Sue Costello/Anthony Apollo	6265794940
Northeast San Gabriel Valley WorkSource Center	Alhambra	CA	91801	ajacobo@mcsccareergroup.com; A. Jacobo, fchong@mcsccareergroup.com; Frank Chong, info@mcsccareergroup.com	626-677-2600
BERYL HOUSE	Alta Loma	CA	91701	bkpnpneur@aol.com;JONNA CADE	9099494798
Anaheim Everest College	Anaheim	CA	92801	jim@jdi-ll.com;STUDENT JOB POSTINGS	7144910792
Department of Rehabilitation	Anaheim	CA	92805	mariana.magan@dor.ca.gov;Mariana Magana, wortega@dor.ca.gov; Wil Ortega	714-687-4539
WESTVIEW SERVICES	Anaheim	CA	92804	mnoke@westviewservices.org;MIKE NOKES	7147782606
Anaheim - Workforce Services Office	Anaheim	CA	92806	Bergman	N/A
BROWNINGS TECHNICAL SCHOOL	Anaheim	CA	92805	Jodie@brownson.edu;DODIE HALL	7147748443
ANAHEIM INTERFAITH SHELTER INC	Anaheim	CA	92805	anahatcyon@sbcolbalt.net;COLLEEN SMAGULA	7147748502
NORTH ORANGE CO ROP	Anaheim	CA	92801	mlucatero@nocrp.us;Melissa Lucatero	7145025800
VINEYARD CHRISTIAN FELLOWSHIP	Anaheim	CA	92807	receptionist@vcfanahaim.com;Siobhan Collier	7147774777
Anaheim Jobs	Anaheim	CA	92805	daniel.sarno@edd.ca.gov.null	714-765-4350
COMMUNITY SERVICES	Anaheim	CA	92805	daviles@anaheim.net;DENISE AVILES	7147654456
PREMIER CAREER COLLEGE	Baldwin Park	CA	91706	rgabriel@premiercollege.edu;ROWENA GABRIEL	6268142080
LOS ANGELES CO DPSS/GAIN	Bell	CA	90201	freddiezuniga@dps.lacounty.gov;FREDDIE ZUNIGA/JOB DEV	3238815312
Vanita Sunnyside Library One-Stop Career Center Branch	Bonita	CA	91902	ianneer@workforce.org;Diane Rose, enemias.rocha@edd.ca.gov;Enemias Rocha	619-472-8602
Orange County One Stop Center-Buena Park	Burbank	CA	90621	deborah.berman@edd.ca.gov;Deborah Berman	714-582-9200
Burbank WorkForce Connection	Burbank	CA	91502	burbankworkforceconnection@burbankca.gov.null	818-238-5021
INTERCOAST COLLEGE	Burbank	CA	91502	aiabrayan@intercoast.edu;ARXIE JABRAYAN	8185008400
The Career Transition Ministry - North Coast Calvary Chapel	Carlsbad	CA	92011	iaccute@northcoastcalvary.org;Lee Rizio	858-922-9008
SER Jobs for Progress/Carlsbad Hiring center	Carlsbad	CA	92008	serivera@hotmail.com;Jesus Vera/ Eli Siqueiros	7609298121
CA STATE UNIV DOMINGUEZ HILLS/COMMUNICATIONS	Carson	CA	90747	isudalnik@csudh.edu;JOEL GREENWALD	3102433502
Carson Career Center	Carson	CA	90745	alexander.pulley@edd.ca.gov;Alex Pulley, sberbron@sbwb.org;Romeo Hebron	310-680-3870
CALIFORNIA STATE UNIV-DOMINGUEZ HILLS	Carson	CA	90747	wahley@csudh.edu;STUDENT JOB POSTINGS	3102433300
CALIFORNIA STATE UNIV-DOMINGUEZ HILLS UNIVERSITY	Carson	CA	90747	FAUSTINO AUGUSTINUS@aol.com;AUGUST SAUSTINO	3102433771
CalWorks Self-Sufficiency, GAIN	Cathedral City	CA	92234	gangrow@dps.lacounty.gov.null	N/A
RIVERSIDE CO DEPT OF PUBLIC SOCIAL SVC	Cathedral City	CA	92234	ksandefu@riversidedps.org;KEN SANDEFUR/JOB ORDERS	7607736800
Cerritos AJCC	Cerritos	CA	90703	marjeanc@selaco.com;Marjean Clements, selaco@selaco.com.null	562-402-9336
Easter Seals Southern California	Cerritos	CA	90703	barbara.hatch@essc.org;Barbara Hatch	562-860-7270
Victory Resources	Chino	CA	91710	victoryresources@yahoo.com;Tony Ozeda	6266464554
South County Career Center	Chula Vista	CA	91911	ricardo.hernandez@edd.ca.gov.null	619-628-0300
SAN DIEGO CITY WELFARE TO WORK	Chula Vista	CA	91911	livera@pcpus.com;ERNESTO RIVERA	6194279650
CHULA VISTA WIC	Chula Vista	CA	91911	vrube@svhc.org;YADIRA RUBIO	6194287866
Society of Hispanic Professional Engineers	City of Industry	CA	91746	shpenational@shpe.org.null	323-725-3970
SAN BERNARDINO VET CENTER	Colton	CA	92324	yesenia.thomas@va.gov;YESENIA THOMAS	9098015622
LA South/Compton Workforce Service Office	Compton	CA	90221	h.w.joiner@edd.ca.gov.null, reneejennings@dps.lacounty.gov;MRS JENNINGS, terrell.mack@edd.ca.gov.null	N/A
EL NIDO FAMILY CENTER	Compton	CA	90221	sfigueroa@ehidofamilycenters.org;SAUL FIGUEROA	3102230707
City of Compton CareerLink Center (Youth)	Compton	CA	90221	cfilds@comptoncity.org.null	310-605-3050
SHIELDS FOR FAMILIES	Compton	CA	90220	welc13@yahoo.com;DANITA HENDERSON	3106051777
Compton/South Los Angeles WorkSource Center	Compton	CA	90221	h.w.joiner@edd.ca.gov.null, terrell.mack@edd.ca.gov.null	310-762-1101
Cosmos Christi Church	Corona	CA	92881	dang@crossofchristchurch.com;Dean Husen	951-737-4681
ORANGE COAST INTERFAITH SHELTER	Costa Mesa	CA	92628	iniller@cointerfaithshelter.org;JOB POSTINGS	9496312133
WESTVIEW SERVICES INC	Covina	CA	91723	bmorgan@westviewservices.org;BRUCE MORGAN	6269154447
WEST LOS ANGELES COLLEGE/WORFORCE DEV	Culver City	CA	90230	schumacm@wlc.edu;JOB POSTINGS	3102874200
Los Angeles Co Office of Ed-GAIN/GROW Div	Downey	CA	90242	campos-juarez_janet@lacc.edu;Janet Campos-Juarez	5629228705
Arc of South East Los Angeles County	Downey	CA	90242	jeffreystephens@gmail.com;Jeffrey Stephens	562-803-1556
Cuyamaca College	El Cajon	CA	92019	maggie.gonzales@gccod.edu;Maggie Gonzales	6196604450
East County America's Job Center	El Cajon	CA	92021	susan@workforce.org;Susan Roberts	619-590-3950
LOS ANGELES CO DPSS/GAIN	El Monte	CA	91731	freddiezuniga@dps.lacounty.gov;FREDDIE ZUNIGA/JOB DEV, josevalera@dps.lacounty.gov;JOB DEVELOPERS/DA KUKA/AM	6269272822
Central San Gabriel Valley AJCC	El Monte	CA	91732	dkauffman@goodwillsocial.org;David Kauffman	626-258-0365
COMMUNITY RESOURCE CENTER	Encinitas	CA	92024	aflores@crccc.org;JOB POSTINGS	7607538300
SERVICIOS HISPANOS	Escondido	CA	92025	magdazgonzalez@gmail.com;PLEASE POST/MAGGIE	7607430382
NEW RESOLVE	Escondido	CA	92025	ken.rae@vvsd.net;Ken Rae	7607457829
TOWARD MAXIMUM INDEPENDENCE	Escondido	CA	92025	brent@tmi-inc.org;BRENT RAMSEY	7608395255
America's Job Center of Escondido	Escondido	CA	92025	hollychilds@workforce.org.null	760-871-1962
FIRST STEP INDEPENDENT LIVING	Fontana	CA	92335	marv.visor@thementnetwork.com;MARY VISOR	9092828604
COASTLINE COMMUNITY COLLEGE	Fountain Valley	CA	92708	tbrian@coastline.edu;CALWORKS CASE MGR	7145457600
CALIFORNIA ELWYN INC	Fountain Valley	CA	92708	hesst@elwyn.org.null	7145576313
CALIFORNIA STATE-FULLERTON	Fullerton	CA	92834	ptnuyen@fullerton.edu;Phung Nguyen	6572782011
The Salvation Army	Garden Grove	CA	92841	maria.bautista@usw.salvationarmy.org;MARIA BAUTISTA	7149011480
ORANGE CO ASIAN PACIFIC ISLANDER COMMUNITY ALLIANCE	Garden Grove	CA	92843	unquyen@ocapica.org;UYEN NGUYEN	7146368905
ST ANSELM'S CROSS-CULTURAL COMM CTR	Garden Grove	CA	92844	chauly@anselmcenter.org;CHAU LY	N/A
Garden Grove America's Job Center of California	Garden Grove	CA	92841	Kim.Sykes@edd.ca.gov;Kim Sykes, maria.tomich@oconestop.com;Maria Tomich, ngocchau.vuong@edd.ca.gov;Chau Vuong	714-241-4900
Los Angeles County Department of Children and Family Services	Garden Grove	CA	92847	elliott@cdcf.org.null	310-830-3807
Gardena South Bay One Stop Business and Career Center	Gardena	CA	90247	h.w.joiner@edd.ca.gov.null, sames@sbwb.org;Stan James	310-538-7070
Verdugo Jobs Center	Glendale	CA	91204	qwashtington@ci.glendale.ca.us;Gerald Washington, leonard.johnson@edd.ca.gov;Leonard Johnson	N/A
INTERNATIONAL RESCUE COMMITTEE	Glendale	CA	91206	luisa.avoutian@their.org;LUISA GAVOUTIAN	8185506220
FootHill Employment & Training Connection-Citrus Comm. Col. Comm. Ed. Ctr.	Glendora	CA	91741	imcelrat@foothillets.org.null	626-304-8903
Hemet Workforce Development Center	Hemet	CA	92543	sparamo@rivcoeda.org.null, frederick.straight@edd.ca.gov;Fred Straight	951-791-3500
Empower Youth, Youth Opportunity Center	Hemet	CA	92543	gshov@cfckids.org;Greg Snow, kv-ctf@linkline.com.null	951-785-0917
CRESCENT COLLEGE	Huntington Park	CA	90255	angel@creccentcollege.net;Angel Gutierrez	3235852222
UNITED EDUCATION INSTITUTE	Huntington Park	CA	90255	kellyn@ue.edu;STUDENT JOB POSTINGS	3235427300
Hub Cities One-Stop Career Center	Huntington Park	CA	90255	martinez@hubcities.org;J. Martinez, satinderpal.dhillon@edd.ca.gov;Satinderpal Dhillon	323-586-4700
Indio Workforce Development Center	Indio	CA	92201	clark.staehla@edd.ca.gov;Fredrick Staehla, wanda.west@edd.ca.gov;Wanda West, wfrederick@rivcoeda.org.null	760-963-2500
ST MARGARET CTR	Inglewood	CA	90304	st.marq.jobs@gmail.com;OSCAR LECKLITER	3106722208
South Bay One Stop Business and Career Center	Inglewood	CA	90301	Christopher.Richburg@edd.ca.gov;Christopher Richburg, rchavez@sbwb.org;Robert Chavez, ronald.warren@edd.ca.gov;Ronald Warren	310-680-3700
International Education Corporation	Irvine	CA	92618	delamorai@iecolleges.com;Julie De La Mora	949-272-7209
Mariners Church Career Support Network - Mariners Church	Irvine	CA	92603	care@marinerschurch.org;Christie Farley	949-789-8100
Orange County One-Stop Career Center - Irvine	Irvine	CA	92618	Kermit.Rodd@edd.ca.gov;Kermit Rodd, monica.arredondo@oconestop.com;Monica Arredondo,	N/A
INSTITUTE FOR EFFECTIVE EDU	La Mesa	CA	91942	ksstephens@iie.org;KAREN STEPHENS/ADMINISTRATIVE DIRECTOR	6194661434
LAURA'S HOUSE DOMESTIC VIOLENCE PGM	Ladera Ranch	CA	92694	ikelly@laurashouse.org;LAURA KELLY/NADA ISLAM	9493613775
Planet Youth	Lake Elsinore	CA	92530	ifite@cfckids.org;Jerry Fite	951-471-8415
LOMA LINDA UNIVERSITY	Loma Linda	CA	92354	studentaffairs@llu.edu;STUDENT JOB POSTINGS	9095581000
Village Integrated Service Agency	Long Beach	CA	90802	gscannell@mhala.org;Gary Scannell, jscalis@mhala.org.null	562-437-6717
Pacific Gateway WorkSource Center	Long Beach	CA	90807	shawny.livingston@edd.ca.gov;Shawny Livingston, william.brandon@edd.ca.gov;William Brandon	562-370-3700
LABOR EMPLOYMENT & TRAINING CORP	Long Beach	CA	90806	bsanchez@letc.com;JOB POSTINGS	5629897700
GOODWILL INDUSTRIES	Long Beach	CA	90806	bessapia@goodwillcoloc.org;BEN ESPRITA	5624353411
US DEPARTMENT OF VETERANS AFFAIRS	Long Beach	CA	90822	herbert.imoos@va.gov;HERB LIMOGES	5628288000
LONG BEACH JOB CORPS CENTER	Long Beach	CA	90810	petelo.grace@jcbcorps.org;LOCAL_JOB POSTINGS	562-983-1777
Disabled Resource Center	Long Beach	CA	90802	info@drcinc.org;Dolores Dolores	N/A
WE CARE	Los Alamitos	CA	90720	rob@wecaresalosamitos.org;Rob Lowenberg	5625989790
EAST LOS ANGELES SKILLS CENTER	Los Angeles	CA	90031	cclbyborn@lausd.net;COURT CLYBORNE	3232245970
EASTMONT COMMUNITY CENTER	Los Angeles	CA	90022	eastmontcenter1@aol.com;LINDA PONDER	3232767998
ESTELLE VAN METER MULTIPURPOSE	Los Angeles	CA	90001	loveseniors@hotmail.com;ETHEL GORRELL	3237789733
ArmedForce 2 WorkForce	Los Angeles	CA	90020	icsh@af2wf.org;Josh Newman	N/A
ANNENBERG SCHOOL FOR COMMUNICATION/USC	Los Angeles	CA	90096	oconnor@usc.edu;SUZANNE O'CONNOR	N/A
CA Dept. of Veteran Affairs	Los Angeles	CA	90007	james.i.schickel@calvet.ca.gov;James Schickel	2137406045
KSCOR - UNIV SOUTHERN CALIFORNIA	Los Angeles	CA	90089	blevine@usc.edu;JOB PLACEMENT	2137405727
HOLLYWOOD WORK SOURCE	Los Angeles	CA	90028	schecha@mcsrehab.com;SERGIO CHECA	3239601300
AMERICAN CAREER COLLEGE	Los Angeles	CA	90004	oahar@americancareer.com;GOHAR ABRAHAMIAH	2133832862
Tuesdays with Transitioners - Congregational Church of Northridge	Los Angeles	CA	90038	oilveroconnell@gmail.com;Jelniffer O'Connell	704-366-3554
Downtown/Pro-Union WorkSource Center, Pacific Asian Consortium in Employment	Los Angeles	CA	90017	esochoo@westlake-worksource.org;Edmund Sochoo	213-353-1677
South LA Community Centers, Inc.	Los Angeles	CA	90044	info@communitycenters.org.null	323-752-2115
South Los Angeles WorkSource Center	Los Angeles	CA	90037	aguerrero@lcc.org;Arthur Guerrero, Imcneil@lcc.com;Laura McNeil	323-730-7900
Southeast Los Angeles WorkSource Center	Los Angeles	CA	90059	mcolumbus@wicac.org.null	323-563-4706
RAINBOW-PUSH COALITION	Los Angeles	CA	90017	N/A	2134833500
Wishire - Metro WorkSource Center (Community Career Development, Inc.)	Los Angeles	CA	90010	balexander@communitycareer.org;Bernard Alexander, mborn@communitycareer.org;Michael Born, rose@communitycareer.org.null	213-365-9829
Family and Individual Services	Los Angeles	CA	90033	N/A	213-629-5800
Hollywood WorkSource Center	Los Angeles	CA	90029	marshawn.robinson@edd.ca.gov;Marshawn Robinson, mgardner@mcsccareergroup.com.null, mscoble@mcsccareergroup.com.null	N/A
SOUTHERN CALIFORNIA INDIAN CENTER	Los Angeles	CA	90043	Connye.Thomas@edd.ca.gov;Connye Thomas, ted.tenorio@edd.ca.gov;Ted Tenorio	323-525-3740
Los Angeles-Crenshaw - Workforce Services Office	Los Angeles	CA	90022	claudia.aceves@rescare.com;Claudia Aceves, nicholas.hopkins@edd.ca.gov;Nicholas Hopkins	323-887-7122
East Los Angeles America's Job Center of California	Los Angeles	CA	90006	info@kafia.org;JEFF LEE	3237320700
KOREAN AMERICAN FEDERATION OF LOS ANGELES	Los Angeles	CA	90010	hccusa@gmail.com;STUDENT JOB POSTINGS	2137365505
HUNTINGTON CAREER COLLEGE	Los Angeles	CA	90013	ghernandez@hisc.org;JOB POSTING	2134731600
Little Tokyo Service Center	Los Angeles	CA	90027	info@thaihealth.org;NONGYAO VARANOND	3236612008
BEYOND SHELTER	Los Angeles	CA	90037	laicjwatts@yahoo.com;JONAE WATTS	3232399000
HEALTHY AFRICAN AMERICAN	Los Angeles	CA	90008	loneshheat@aol.com;LORETTA JONES	323292002
Housing Authority City of Los Angeles Imperial Courts	Los Angeles	CA	90057	pamela.paige@hacila.org;Pamela Paige	323-249-7751
BLACK WOMEN FOR WELLNESS	Los Angeles	CA	90008	info@bwwla.com;JANETTE ROBINSON FLINT	N/A
GOOD SHEPHERD CENTER	Los Angeles	CA	90026	rolivas@qschemeless.org;RAY OLIVAS	2134811542
Watts/Los Angeles Worksource Center	Los Angeles	CA	90059	joclyn.molo@hacila.org;Joclyn Molo, pamela.paige@hacila.org;Pamela Paige	323-249-7751
WATTS CENTURY LATINO ORG	Los Angeles	CA	90002	wcb@sbcolbalt.net;ARTURO YBARRA	3235649140
Westside Center for Independent Living, Inc	Los Angeles	CA	90022	resumeduc@iuno.com;Ozzie Munoz	310-390-3611
Braille Institute	Los Angeles	CA	90029	krpochian@brailleinstitute.org;Karine Ropchian	323-663-1111
Asian Rehabilitation Services	Los Angeles	CA	90021	bsagan@asianrehab.org.null	213-743-9242

2018 FCC Unit Outreach Source List
13548 San Diego/Desert Cities
San Diego County

Agency Name	City	State	Zip Code	Recipient Email	Phone #
City of LA Dept of Disability	Los Angeles	CA	90012	djanina.mcneally@lacity.org;Deanna McNeally	213-202-2764
ATWATER PARK CENTER	Los Angeles	CA	90039	apcasc@pacbell.net;ESTELA ALFEREZ	3238661377
Housing Authority of the City of Los Angeles	Los Angeles	CA	90059	joclyn_molo@hacla.org;Joclyn Molo	323-249-7751
Women In Non Traditional Employment Roles	Los Angeles	CA	90007	info@winterwomen.org.null	213-749-3970
Familia Unida	Los Angeles	CA	90022	iresendez@familia-unida.org;Irma Resendez	323-418-2667
Pv Jobs	Los Angeles	CA	90045	prfh-dclnriems@navy.mil;Earnest Roberts	310-482-4684
West Los Angeles Everest College	Los Angeles	CA	90034	wlovetw@cci.edu;Will Lovett	3108405777
LOS ANGELES JOB CORPS CENTER	Los Angeles	CA	90015	gallardo.carlos@ibcorps.org;TRANSITIONS/MR GALLARDO_scott.angela@ibcorps.org;Angela Scott	2137415391
DOR - East Los Angeles	Los Angeles	CA	90033	mrvotn@dor.ca.gov;Maria Colon	323-223-2315
Los Angeles Urban League	Los Angeles	CA	90008	AVILA	323-299-9660
Northeast Los Angeles WorkSource Center	Los Angeles	CA	90031	igutierrez@goodwilllocal.org.null;sqarav@goodwilllocal.org;Socral Garav	323-539-2000
West Los Angeles American Job Center	Marina del Rey	CA	90292	abaker@jvsia.org;Alicia Baker, marvin.wilson@edd.ca.gov;Marvin Wilson, tjaramillo@jvsia.org;Tony Jaramillo	310-309-6000
Operation Silver Star	Menifee	CA	92584	delia@operationsilverstar.org;Delia De La Cruz	9515507566
SADDLEBACK COLLEGE/COMMUNICATIONS	Mission Viejo	CA	92692	twedel@saddleback.cc.ca.us;JOB LISTINGS	9495824714
Monrovia Adult School One Stop Career Center	Monrovia	CA	91016	kchick@monroviashools.net;Kati Chnick	626-471-3052
West San Gabriel Valley WorkSource Center	Monterey Park	CA	91754	abuchanan@mssccareergroup.com;Amber Buchanan	323-647-8500
CHINATOWN SERVICE CTR	Monterey Park	CA	91754	sma@ccsda.org;SMA MA	6262398733
Moreno Valley Employment Resource Center	Moreno Valley	CA	92553	tpham@rivoceada.org.null	951-413-3920
Moreno Valley Youth Opportunity Center	Moreno Valley	CA	92553	marroela@rescare.com.null	N/A
EDD Career Center - Norwalk	Norwalk	CA	90650	anna.hernandez@edd.ca.gov;Anna Hernandez, dadisi.elliott@edd.ca.gov;Dadisi Elliott, ronald.williams@edd.ca.gov;Ronald Williams	562-929-9107
SER-Jobs For Progress, Inc.	Ocean Side	CA	92057	felix.ramirez48@yahoo.com;Felix Ramirez	951-296-2929
Oceanside America's Job Center of California - Workforce Services	Oceanside	CA	92056	darryl_burgess@edd.ca.gov;Darryl Burgess, george.haith@edd.ca.gov;George Haith, holy@workforce.org.null	760-631-6150
INTERFAITH COMMUNITY SVC	Oceanside	CA	92054	vllamas@interfaithservices.org;VERONICA LLAMAS/ CANDICE RICHEY	7607212117
NAAEP - North San Diego County Branch	Oceanside	CA	92052	lewis_tmikee@yso.org;T Mike Lewis	7607548660
Camp Pendleton (MCB) Lincoln Military Housing	Oceanside	CA	92058	rthompson@psci.com.null; saschnitzger@psci.com.null, sbaldererra@psci.com.null	760-430-5000
FIRST MARINE DIV ASSN NATL HQ	Oceanside	CA	92054	juan.olderbreed@sboglab.net;Juan Duff	7609678561
FRIENDLY CENTER	Orange	CA	92667	cynthia@friendlycenter.org;CYNTHIA DRURY	7147715300
American Council for the Blind	Pasadena	CA	91106	donna.pomerantz@ccbnet.org;Donna Pomerantz	626-844-4388
Foothill Employment & Training Connection-Pasadena Comm. Col., Comm. Ed. Ctr.	Pasadena	CA	91107	ceccareercenter@pasadena.edu.null	626-585-3209
ABILITY FIRST	Pasadena	CA	91106	ibeck@abilityfirst.org;LAURA BECK	6263961010
ABILITY FIRST SUPPORTED EMPLOYMENT SVCS	Pasadena	CA	91107	ezhang@abilityfirst.org;Eddie Zhang	6264495662
AARP	Pasadena	CA	91101	calabasantes@aarp.org;SENIOR JOB POSTINGS	8664483615
Women at Work/ Mavra Basteris	Pasadena	CA	91107	mbasters@pasadena.edu.null	626-585-3010
Foothill Employment & Training Connection	Pasadena	CA	91106	twbinfo@fwbworks.org.null, ibarakat@foohillec.org.null, jmcclat@foohillec.org.null, john.gardner@edd.ca.gov;John Gardner,	626-796-5627
NEIGHBORHOOD OUTREACH WORKERS (NOW)	Pasadena	CA	91103	rpra-contractor@cityofpasadena.net;REBECCA PRATT	6267447306
The Oasis Youth Opportunities Center	Perris	CA	92570	jenica.paloo@rescare.com;Jenica Paleo, rosa.penalzoa@rescare.com;Rosa Penalzoa	951-657-7105
RIVERSIDE CO DEPT OF PUBLIC SCHOOL SVC	Perris	CA	92571	kbkracy@riversidedps.org;KIM BRACY	9512101819
Job Networking Ministry - Christ of the King Parish	Pleasant Hill	CA	92606	godsaves@comcast.net;Carl Feil	N/A
Goodwill Career Services	Pomona	CA	91767	devise@goodwilllocal.org;Diane Levis, michael.thomas@goodwilllocal.org;Michael Thomas	909-242-7999
America's Job Center of California - Goodwill Southern California	Pomona	CA	91766	christopher.wolff@edd.ca.gov;Christopher Wolff, devise@goodwilllocal.org;Diane Levis, jng@westlake-worksource.org.null,	909-823-9741
Tn City Wellness	Pomona	CA	91767	salino@tricitymhs.org;Sonny Alino	909-242-7651
Associated Builders And Contractors (Abc) San Diego	Poway	CA	92064	nicole@abcsd.org;Nicole Lieu	858-513-4700
Rancho Cucamonga Employment Resource Center	Rancho Cucamonga	CA	91730	ccompton@wdd.sbcounty.gov;Curtis Compton, hidejiro.hiratsuka@edd.ca.gov;Hidejiro Hiratsuka, java.beck@edd.ca.gov;Java Beck, plindenberg@wdd.sbcounty.gov;Paul Lindenberg	909-941-6500
The Win Center Youth Opportunity Center	Rancho Cucamonga	CA	91730	clint.miller@edd.ca.gov;Clint Miller, Jesse.Vela@rescare.com;Jesse Vela	760-775-2887
COUNTY OF SAN BERNARDINO CALWORKS	Redlands	CA	92374	lrutz@hss.sbcounty.gov;LINDA RUIZ	9093075200
AK SMILEY PUBLIC	Redlands	CA	92373	admin@akspi.org;JOB POSTINGS	9097987565
South Bay One Stop Business and Career Center, Beach Cities	Redondo Beach	CA	90277	richard.wright@edd.ca.gov;Richard Wright	310-318-0645
CASA DE SAN BERNARDINO	Rialto	CA	92376	maggie@casadsb.org;JOB POSTINGS	9098816760
COMMUNITY SETTLEMENT ASSN	Riverside	CA	92507	cmdameron@csariverside.com;Carl Dameron	9516862666
Goodwill Southern California	Riverside	CA	92507	veterans@goodwilllocal.org.null	951-823-8030
ADVANCE ENTERPRISES	Riverside	CA	92504	info@acriverside.org.null	9516885141
California Baptist University	Riverside	CA	92504	lsinger@calbaptist.edu;Lisa Singer, mbishop@calbaptist.edu;Mike Bishop	951-343-4344
Rubidoux Youth Opportunity Center	Riverside	CA	92509	bward@crlckids.org;Byron Ward	951-683-9622
Riverside County Workforce Development Center	Riverside	CA	92507	lanca.sayavong@edd.ca.gov;Lance Sayavong, nellie.fowler@edd.ca.gov;Nellie Fowler, richard.rocha@edd.ca.gov;Richard Rocha,	951-955-1300
Vietnam Veterans of America	Riverside	CA	92514	nbhuskfan@aol.com.null	951-781-6137
UNITED WAY	Riverside	CA	92507	mzmarsn22@aim.com;KEVIN J MC CARTHY	9516566711
UNIVERSITY OF THE WEST	Rosemead	CA	91770	lisap@uwest.edu;LISA PORTILLO	62686562126
Career Partners WorkSource Center	Rosemead	CA	91770	felix.nevarez@edd.ca.gov.null	626-572-7272
America's Job Centers of California - San Bernardino	San Bernardino	CA	92408	anthony.angel@edd.ca.gov;Anthony Angel, ccompton@wdd.sbcounty.gov;Curtis Compton, cvenegas@wdd.sbcounty.gov;Cynthia	909-362-0440
City of San Bernardino Center	San Bernardino	CA	92401	N/A	909-888-7800
County of San Bernardino Workforce Devt Dept	San Bernardino	CA	92415	swanston@wdd.sbcounty.gov;Shelle Swanston	9098390374
SALVATION ARMY-PATH TO PRSPRTY	San Bernardino	CA	92410	recruiter@usw.salvationarmy.org.null	9098842364
SAN BERNARDINO CO SENIOR TRAINING PGM	San Bernardino	CA	92415	ltaylor@hss.sbcounty.gov;LeEtta Taylor	9098919131
WORKABILITY PROGRAM	San Diego	CA	92108	icook@sdcccd.edu;JENNIFER COOK/WORKABILITY COORD	6193886983
Jewish Family Service of San Diego	San Diego	CA	92123	kaseym@jfsd.org;Kasey MacNair	N/A
South Metro / Grant Hill Branch	San Diego	CA	92102	N/A	619-527-4895
Center For Employment Training - San Diego	San Diego	CA	92102	doram@cet2000.org;Dora Mendivil	619-527-2245
San Diego Braille Club	San Diego	CA	92103	jackscantundraes@gmail.com;Jacqueline Jackson	619-298-5021
Cement Masons	San Diego	CA	92103	opcmaint@opcmia.org;Pat Finley	619-291-6930
SAN DIEGO COMMUNITY COFD CULTURAL CMLPX	San Diego	CA	92113	delliot@sdcccd.edu;DOUG ELLIOT	6193884881
San Diego (Naval Complex)	San Diego	CA	92136	swilcohn.housing@navy.mil.null	619-566-7667
SAN DIEGO VET CENTER	San Diego	CA	92106	michael.groning@va.gov;DR. KAREN SCHOENSELD	8586421500
South Metro Career Center	San Diego	CA	92113	david.patton@edd.ca.gov;David Patton, david.silva@edd.ca.gov;David Silva, joe.muniz@edd.ca.gov;Joe Muniz, michael.hines@edd.ca.gov;Michael Hines, rhermand@edd.ca.gov;Ricardo Hernandez, silvia@workforce.org.null,	619-266-4200
DEAF COMMUNITY SVC-SAN DIEGO	San Diego	CA	92103	steven.seobiano@edd.ca.gov;Steven Seobiano, william.taylor@edd.ca.gov;William Taylor	6192664270
PRESBYTERIAN URBAN MINISTRIES	San Diego	CA	92102	judy.smith@edd.ca.gov;Judy Smith, naomi.valenzuela@edd.ca.gov;Naomi Valenzuela	619-227-553
Able-Disabled Advocacy	San Diego	CA	92103	eddietarazi@yahoo.com;Eddie Tarazi	619-231-5990
USDOL-VETS	San Diego	CA	92126	moran_joseph@dol.gov;Joseph Moran	858-689-6008
Wounded Warrior Project	San Diego	CA	92106	mbarnes@woundedwarriorproject.org;Marcus Barnes, mloubert@woundedwarriorproject.org;Michael Loubert	N/A
US MARINE CORPS TRANSITION ASSISTANCE PROGRAM	San Diego	CA	92140	mina.threat@usmc.mil;MINA THREAT/TAP	6195248440
US NAVY TRANSITION ASSISTANCE PROGRAM	San Diego	CA	92106	charles.lreed1_ctr@navy.mil;CHARLES REED/TAP	6195538306
ACCESS, INC	San Diego	CA	92111	nispooner@gmail.com;NONA SPOONER	N/A
MARINE CORPS AIR STATION MIRAMAR	San Diego	CA	92145	john.e.pooler2@usmc.mil;JOHN POOLE, miramarcmrrel@usmc.mil.null, miramarmedia@usmc.mil.null,	858-677-4099
CASA DE SERVICIOS	San Diego	CA	92154	casa_serv13@hotmail.com;JORGE ARANGURE	6194231901
VETERANS VILLAGE OF SAN DIEGO	San Diego	CA	92110	ken.rae@vvsd.net;Ken Rae	6194970142
Troops to Engineers	San Diego	CA	92182	jpедerson@mail.sdsu.edu;Josh Pederson	619-594-5849
Home Start, Inc	San Diego	CA	92105	acevas@home-start.org;Aida Cuevas, SSimmer@home-start.org;Sandra Simmer	619-229-3660
Urban League Of San Diego County	San Diego	CA	92102	ceo ray.king.ray.king@sdul.org;Maurice D	619-263-3115
National Association Of Women In Construction (Nawic) San Diego Chapter #21	San Diego	CA	92110	pbrown1@san.r.com;Pat Brown	858-354-1175
EMPLOYMENT & COMMUNITY OPTIONS	San Diego	CA	92108	kmarvel@communityoptions.org;Kristine Marvel, mhorrton@communityoptions.org;Myles Horrton	619-285-1791
PARTNERSHIPS WITH INDUSTRY	San Diego	CA	92105	inewman@pwworks.org;SENIOR PLACEMENT SPECIALIST	6196811999
San Diego Workforce Partnership	San Diego	CA	92105	arnestonera@workforce.org;Ernest Rivera	N/A
Catholic Charities Diocese of San Diego Refugee Services	San Diego	CA	92120	imiller@ccdsd.org;Jessica Miller	6192879454
Union of Pan Asian Communities	San Diego	CA	92102	lpassons@upacsd.com;JOB POSTINGS	6192326454
Mental Health Systems	San Diego	CA	92110	kvoung@mhsinc.org;Kathy Young	619-851-6458
CULVER CAREERS	San Diego	CA	92121	corporate@culvercareers.com;TIMO MASALIN	8582782312
DRESS FOR SUCCESS	San Diego	CA	92101	sandiego@dressforsuccess.org;JOB POSTINGS	6195336014
Harbor Gateway WorkSource Center	San Pedro	CA	90731	charles.carter@edd.ca.gov.null, lennifer.angles@pacific-gateway.org.null	310-732-5700
Santa Ana WORK Center	Santa Ana	CA	92701	A.Delgado@santa-ana.org;Arnaceli Delgado, frank.fletcher@edd.ca.gov;Frank Fletcher, kim.sykes@edd.ca.gov;Kim Sykes	760-6309922
WOMEN HELPING WOMEN/MEN2WORK	Santa Ana	CA	92705	brndaw@whw.org;Brenda Walters	9496813233
Veterans First	Santa Ana	CA	92705	jeff@veteransfirst.org;Jeff Whitaker	714-322-8789
Santa Ana Everest College	Santa Ana	CA	92701	shkulk@cci.edu;Shelle Kulik	N/A
America's Job Center of California - SASSFA	Santa Fe Springs	CA	90670	amoreal@sassfa.org;Arthur Monreal, jcapp@sassfa.org.null	562-946-2237
PARTNERSHIPS WITH INDUSTRY	Santee	CA	92071	dcuevas@pwworks.org;DAVID CUEVAS	6192582910
JVS Los Angeles	Sherman Oaks	CA	91403	jsantiago@jvsia.org;Josefina Santiago	8185017756
Grow Opportunities for Work	South Gate	CA	90280	qaingrow@dps.lacounty.gov.null, omez_aniela@lacoce.edu;Aniela Gomez	323-357-3135
Torrance OneStop Career Center	Torrance	CA	90501	charles.carter@edd.ca.gov.null, danny.wilson@edd.ca.gov;Danny Wilson, liguidd@sbwb.org;Larry Guidi,	N/A
CALIFORNIA ELWYN INC	Torrance	CA	90501	richard.wright@edd.ca.gov.null	3103282822
Partners In Diversity	Torrance	CA	90503	krausman@elwv.org;CHRISTY KRAUSMAN	310-792-1211
ORANGE COUNTY RESCUE MISSION	Tustin	CA	92782	ioeva.gonzalez@rescuemission.org;Joey Gonzalez/CLIENT JOBS	7142584450
Little People of America	Tustin	CA	92780	districtdirector@lpad12.org;Mike Mallinson	N/A
TUSTIN ACTS FOR FAMILIES & YOUTH	Tustin	CA	92780	bquerrero@tustinca.org;BARBARA GUERRERO	7145733370
CALIFORNIA DEPT OF REHABILITATION	Van Nuys	CA	91411	hugo.casian@dor.ca.gov;Hugo Casian	818-901-5024
ALPHA PROJECT CASA BASE	Vista	CA	92083	jason@alphaproject.org;JASON RODRIGUEZ	760-6309922
Flourance-Firestone Employment Resource Center	Walnut Park	CA	90255	mercedezgl@rescare.com.null	323-583-9655
West Covina - America's Job Center of California	West Covina	CA	91790	clinton.carver@edd.ca.gov;Clinton Carver, john.davis@edd.ca.gov;John Davis, larry.arvin@edd.ca.gov;Larry Arvin,	626-814-8234
JVS West Hollywood Worksource Center	West Hollywood	CA	90036	jsantiago@jvsia.org;Josefina Santiago, szsorabian@jvsia.org.null	310-652-6378
Winterhaven One-Stop Career Center	Winterhaven	CA	92283	robertoviala@icwdc.org.null	760-572-0222 x2601

FCC Source Evaluation Report

FCC Unit: 13548 San Diego/Desert Cities

County/State: San Diego, CA

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

Source Description	# Applicants	# Interviews	# Hires
Careers: Website - TW Careers	4991	902	326
Contingency: Agency - Contingency	1	1	1
Contractor_Conversion:Conversion - Contractor	1	1	1
Direct Sourcing - Recruiter Job Fair	1	1	0
DirectSourcing:Direct Sourcing	27	27	18
Diversity: Job Fair - Diversity	2	2	2
FormerEmployee:Former Employee	9	8	7
Internal - From Time Warner Corporate	1	1	1
Internal: Internal	8	8	6
Internet - Career Builders	1	1	0
Internet - Craigslist.com	1	1	0
Internet - Indeed	1	0	0
Internet - Jobs2Web	12	11	6
Internet - varietycareers.com	1	1	0
Internet: Internet	1	1	1
Job Fair- CareerIntro - San Diego	0	0	0
JOB_BOARD:Internet - Job Boards	55	52	44
NONSTAR:Internship - Other	1	1	1
Other - Through some other source	1	1	0
OTHER: Other	2	2	1
Profession: Job Fair - Profession	10	10	6
RefCorp:Referral - Corporate	1	1	0
Referral - Corporate Employee Referral	1	1	1
REFTIME:Referral - Time Inc.	1	1	0
REFTWC:Referral - Time Warner Cable	31	28	26
Retained: Agency - Retained	1	1	1
Telecommunication: Ad - Telecommunication	35	35	21
Television: Ad - Television	11	11	6
Website - Directly through the external Career site	2	1	1
Website - Internal Opportunities	981	504	169
Grand Total	6191	1615	646

FCC Sourcing Report

FCC Unit: 13548 San Diego/Desert Cities

County/State: San Diego, CA

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

Requisition #	Job Title	Source Description	# Applicants	# Interviews	# Hires
196586BR	EAE-Enterprise Account Exec Exempt	Careers: Website - TW Careers	20	1	1
199192BR	Assoc ISP Ops Engineer Exempt	Careers: Website - TW Careers	39	2	0
		Website - Internal Opportunities	15	1	1
199250BR	Rep 1, Customer Care Nonexempt	Careers: Website - TW Careers	156	41	20
		Internet - varietycareers.com	1	1	0
		Website - Internal Opportunities	1	1	0
199346BR	Account Executive Exempt	Careers: Website - TW Careers	57	2	0
		Internal: Internal	2	2	1
		Website - Internal Opportunities	4	2	0
199442BR	Sup, Customer Care Exempt	Careers: Website - TW Careers	30	12	0
		Internet - Jobs2Web	1	1	0
		Website - Internal Opportunities	20	18	4
199804BR	Mgr, Customer Care Exempt	Website - Internal Opportunities	2	0	0
200077BR	Trainer 1 Exempt	Careers: Website - TW Careers	8	4	1
		Website - Internal Opportunities	24	13	1
200149BR	Mgr, Store Exempt	Careers: Website - TW Careers	61	6	0
		JOB_BOARD:Internet - Job Boards	1	1	1
		Website - Internal Opportunities	6	4	0
200209BR	Dir, Regional Direct Sales Exempt	Careers: Website - TW Careers	1	0	0
		Website - Internal Opportunities	7	3	1
200413BR	Bus Controls Analyst-Cust Ops Exempt	Careers: Website - TW Careers	14	1	1
		Website - Internal Opportunities	5	1	0
200414BR	Reports Coordinator Exempt	Careers: Website - TW Careers	29	4	1
		Website - Internal Opportunities	21	9	0
200416BR	Contact Ctr Wrkfrce Mgmt Admin Exempt	Careers: Website - TW Careers	11	1	0
		Website - Internal Opportunities	15	8	1
200417BR	Workforce Mgmt Care Coord Nonexempt	Careers: Website - TW Careers	12	2	1
		Website - Internal Opportunities	37	15	0
200496BR	Field Technician I Nonexempt	Careers: Website - TW Careers	122	19	5
		JOB_BOARD:Internet - Job Boards	4	4	4
		RefCorp:Referral - Corporate	1	1	0
		REFTWC:Referral - Time Warner Cable	2	2	2
		Website - Internal Opportunities	6	0	0
200497BR	Maintenance Technician I Nonexempt	Careers: Website - TW Careers	1	1	0
		Website - Internal Opportunities	13	11	2
200553BR	PSA 4, Signature Home Nonexempt	Careers: Website - TW Careers	1	1	1
		Website - Internal Opportunities	11	6	5
200558BR	Rep 1, Customer Care Nonexempt	Careers: Website - TW Careers	166	50	26
		Internet - Craigslist.com	1	1	0
		Website - Internal Opportunities	3	0	0
200573BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	27	1	0
		Direct Sourcing - Recruiter Job Fair	1	1	0
		Profession: Job Fair - Profession	2	2	2

		Telecommunication: Ad - Telecommunication	6	6	6
		Television: Ad - Television	1	1	1
		Website - Internal Opportunities	1	0	0
201459BR	Coord, Construction - Assoc Nonexempt	Careers: Website - TW Careers	4	0	0
		Website - Internal Opportunities	6	3	1
201680BR	Store Associate Nonexempt	Careers: Website - TW Careers	61	5	0
		Website - Internal Opportunities	3	1	0
201707BR	Maintenance Coordinator Nonexempt	Careers: Website - TW Careers	1	1	0
		Website - Internal Opportunities	4	4	1
201708BR	Mgr, Facilities Exempt	Careers: Website - TW Careers	1	1	1
		Website - Internal Opportunities	3	1	0
201710BR	Capital Coordinator Nonexempt	Careers: Website - TW Careers	16	0	0
		Website - Internal Opportunities	6	2	2
201923BR	Sup, Direct Sales Exempt	Careers: Website - TW Careers	3	1	0
		Website - Internal Opportunities	6	5	1
202037BR	Sup, Field Operations Exempt	Website - Internal Opportunities	7	6	1
202067BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	51	0	0
		Internet - Jobs2Web	1	1	1
		JOB_BOARD:Internet - Job Boards	7	7	4
		REFTWC:Referral - Time Warner Cable	1	1	1
		Website - Internal Opportunities	1	0	0
202220BR	Rep 1, Customer Care Nonexempt	Careers: Website - TW Careers	233	108	49
		Website - Internal Opportunities	3	1	0
202435BR	Sup, Direct Sales Exempt	Careers: Website - TW Careers	1	0	0
		Website - Internal Opportunities	6	6	1
202526BR	Field Technician I Nonexempt	Careers: Website - TW Careers	106	11	0
		JOB_BOARD:Internet - Job Boards	4	3	2
		REFTWC:Referral - Time Warner Cable	2	2	2
		Website - Internal Opportunities	7	2	1
202862BR	Lead Video Repair Nonexempt	Careers: Website - TW Careers	4	1	1
		Internet - Jobs2Web	2	2	0
		Website - Internal Opportunities	53	30	5
202923BR	Community Sales Specialist Exempt	Careers: Website - TW Careers	12	6	0
		REFTWC:Referral - Time Warner Cable	1	1	0
		Website - Internal Opportunities	1	1	1
203059BR	Field Technician V Nonexempt	Careers: Website - TW Careers	12	0	0
		Website - Internal Opportunities	4	4	1
203247BR	Field Technician I Nonexempt	Careers: Website - TW Careers	142	10	1
		JOB_BOARD:Internet - Job Boards	3	3	3
		REFTWC:Referral - Time Warner Cable	2	2	2
203661BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	39	1	0
		FormerEmployee:Former Employee	2	2	2
		JOB_BOARD:Internet - Job Boards	1	1	1
		Website - Internal Opportunities	3	1	1
203830BR	Facilities Maintenance Spec Exempt	Careers: Website - TW Careers	24	5	1
		Website - Internal Opportunities	2	1	0
204687BR	Sr Administrative Assistant Nonexempt	Website - Internal Opportunities	7	5	1
204909BR	Rep 1, Cust Svc Video Repair Nonexempt	Careers: Website - TW Careers	156	61	27

		Website - Directly through the external Career site	1	1	1
		Website - Internal Opportunities	2	0	0
205206BR	Coord, Construction - Assoc Nonexempt	Website - Internal Opportunities	6	4	1
205498BR	Sup, Direct Sales Exempt	Careers: Website - TW Careers	13	0	0
		Website - Internal Opportunities	9	4	1
205641BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	110	11	1
		JOB_BOARD:Internet - Job Boards	12	12	8
		REFTWC:Referral - Time Warner Cable	2	2	2
		Website - Internal Opportunities	3	0	0
205821BR	Lead Video Repair Nonexempt	Website - Internal Opportunities	34	20	1
206209BR	Facilities Maintenance Spec Exempt	Careers: Website - TW Careers	10	0	0
		Website - Internal Opportunities	2	1	1
206351BR	Rep 1, Cust Svc Video Repair Nonexempt	Careers: Website - TW Careers	173	67	35
		Internet - Career Builders	1	1	0
		Internet - Jobs2Web	1	1	1
		Website - Internal Opportunities	1	0	0
206404BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	79	11	0
		Diversity: Job Fair - Diversity	2	2	2
		JOB_BOARD:Internet - Job Boards	4	4	2
		Profession: Job Fair - Profession	3	3	3
		REFTIME:Referral - Time Inc.	1	1	0
		REFTWC:Referral - Time Warner Cable	1	1	1
		Telecommunication: Ad - Telecommunication	5	5	4
		Television: Ad - Television	3	3	3
		Website - Internal Opportunities	1	0	0
206712BR	EAE-Enterprise Account Exec Exempt	Careers: Website - TW Careers	27	0	0
		Contingency: Agency - Contingency	1	1	1
		Website - Internal Opportunities	6	0	0
207468BR	Rep 1, Cust Svc Video Repair Nonexempt	Careers: Website - TW Careers	202	59	33
		Website - Internal Opportunities	1	1	1
207602BR	EAM-Enterprise Account Manager Exempt	Careers: Website - TW Careers	45	2	0
		DirectSourcing:Direct Sourcing	1	1	1
		Website - Internal Opportunities	2	0	0
207940BR	Lead Video Repair Nonexempt	Careers: Website - TW Careers	1	1	0
		Website - Internal Opportunities	25	10	2
207985BR	Account Coordinator Nonexempt	Careers: Website - TW Careers	25	3	1
		Website - Internal Opportunities	3	0	0
208272BR	Mgr, Human Resources Exempt	Careers: Website - TW Careers	104	7	0
		FormerEmployee:Former Employee	1	1	1
		Website - Internal Opportunities	2	0	0
208362BR	Account Executive Exempt	Careers: Website - TW Careers	22	0	0
		Website - Internal Opportunities	5	0	0
208642BR	Field Technician V Nonexempt	Careers: Website - TW Careers	22	0	0
		Website - Internal Opportunities	8	6	1
208783BR	Store Associate - PT Nonexempt	Careers: Website - TW Careers	41	5	1
208830BR	Field Technician I Nonexempt	Careers: Website - TW Careers	141	14	0
		FormerEmployee:Former Employee	1	0	1
		JOB_BOARD:Internet - Job Boards	7	7	7

		REFTWC:Referral - Time Warner Cable	1	1	1
		Website - Internal Opportunities	5	0	0
208832BR	Maintenance Technician I Nonexempt	Website - Internal Opportunities	34	29	4
208844BR	Store Associate Nonexempt	Careers: Website - TW Careers	30	2	0
		Website - Internal Opportunities	1	1	1
209265BR	Rep 1, Cust Svc Video Repair Nonexempt	Careers: Website - TW Careers	156	39	22
		Website - Internal Opportunities	3	0	0
209551BR	Maintenance Technician I Nonexempt	Website - Internal Opportunities	10	1	1
209679BR	Store Lead Nonexempt	Careers: Website - TW Careers	15	4	0
		Website - Internal Opportunities	6	3	1
209728BR	Sup, Customer Care Exempt	Website - Internal Opportunities	21	7	2
209773BR	Account Executive Exempt	Careers: Website - TW Careers	48	10	0
		DirectSourcing:Direct Sourcing	2	2	1
		Website - Internal Opportunities	9	1	1
209775BR	Account Executive Exempt	Careers: Website - TW Careers	112	18	0
		DirectSourcing:Direct Sourcing	5	5	5
		Internal: Internal	1	1	1
		Website - Internal Opportunities	7	1	0
209960BR	Store Associate Nonexempt	Careers: Website - TW Careers	32	4	0
		FormerEmployee:Former Employee	1	1	1
210177BR	EAE-Enterprise Account Exec Exempt	Careers: Website - TW Careers	20	0	0
		OTHER: Other	1	1	1
		Website - Internal Opportunities	2	0	0
210527BR	Trainer I Exempt	Internet - Jobs2Web	1	1	0
		Website - Internal Opportunities	25	3	1
210530BR	Rep 1, Cust Svc Video Repair Nonexempt	Careers: Website - TW Careers	219	60	36
		Internal - From Time Warner Corporate	1	1	1
		Internet - Jobs2Web	1	1	0
		Website - Internal Opportunities	2	1	1
210584BR	Mgr, Sales Business Accounts Exempt	Careers: Website - TW Careers	1	0	0
210602BR	Mgr, Sales Business Accounts Exempt	Careers: Website - TW Careers	23	0	0
		Website - Internal Opportunities	7	4	1
210637BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	77	3	0
		DirectSourcing:Direct Sourcing	1	1	1
		JOB_BOARD:Internet - Job Boards	1	1	1
		OTHER: Other	1	1	0
		REFTWC:Referral - Time Warner Cable	5	5	3
		Telecommunication: Ad - Telecommunication	2	2	2
		Television: Ad - Television	5	5	2
		Website - Directly through the external Career site	1	0	0
210641BR	Sr Human Resources Generalist Exempt	Careers: Website - TW Careers	55	1	0
		DirectSourcing:Direct Sourcing	1	1	1
		Website - Internal Opportunities	1	0	0
210711BR	Field Technician I Nonexempt	Careers: Website - TW Careers	157	4	4
		JOB_BOARD:Internet - Job Boards	2	2	2
		REFTWC:Referral - Time Warner Cable	4	1	4
		Website - Internal Opportunities	2	1	0
210803BR	Field Technician V Nonexempt	Careers: Website - TW Careers	14	0	0

		Website - Internal Opportunities	7	7	1
210906BR	Sup, Direct Sales Exempt	Careers: Website - TW Careers	7	0	0
		Website - Internal Opportunities	6	0	0
211585BR	Rep 1, Cust Svc Video Repair Nonexempt	Careers: Website - TW Careers	222	51	31
		Internet - Jobs2Web	1	0	1
		Website - Internal Opportunities	5	0	1
211586BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	83	13	0
		DirectSourcing:Direct Sourcing	10	10	4
		FormerEmployee:Former Employee	1	1	1
		Internet - Indeed	1	0	0
		Profession: Job Fair - Profession	3	3	1
		REFTWC:Referral - Time Warner Cable	3	3	2
		Telecommunication: Ad - Telecommunication	8	8	3
		Television: Ad - Television	2	2	0
211618BR	Field Technician V Nonexempt	Careers: Website - TW Careers	21	0	0
		Website - Internal Opportunities	9	7	2
211716BR	Field Technician V Nonexempt	Careers: Website - TW Careers	14	5	0
		Internal: Internal	1	1	1
		Website - Internal Opportunities	7	5	0
211768BR	Mgr, Direct Sales Exempt	Careers: Website - TW Careers	8	0	0
		Website - Internal Opportunities	7	4	1
211781BR	Lead Video Repair Nonexempt	Careers: Website - TW Careers	3	3	0
		Internet - Jobs2Web	2	2	1
		Website - Internal Opportunities	33	14	3
211969BR	Store Associate - PT Nonexempt	Careers: Website - TW Careers	12	3	0
		FormerEmployee:Former Employee	1	1	0
212111BR	Mgr, ISP Exempt	Careers: Website - TW Careers	8	0	0
		Website - Internal Opportunities	9	2	1
212154BR	Dir, Tech Ops Exempt	Website - Internal Opportunities	7	5	1
212411BR	Recruiter I Exempt	Careers: Website - TW Careers	118	4	1
		Website - Internal Opportunities	14	0	0
212469BR	MAE - Hospitality Exempt	Careers: Website - TW Careers	9	0	0
		Website - Internal Opportunities	1	1	1
213041BR	Construction Coordinator I Nonexempt	Website - Internal Opportunities	6	6	3
213047BR	Construction Coordinator I Nonexempt	Website - Internal Opportunities	5	5	1
213578BR	EAM-Enterprise Account Manager Exempt	Careers: Website - TW Careers	15	0	0
		Retained: Agency - Retained	1	1	1
		Website - Internal Opportunities	3	0	0
213681BR	Field Technician I Nonexempt	Careers: Website - TW Careers	64	7	3
		JOB_BOARD:Internet - Job Boards	4	2	4
		Website - Internal Opportunities	3	1	0
213782BR	Dir, Government & Community Exempt	Careers: Website - TW Careers	27	0	0
		Referral - Corporate Employee Referral	1	1	1
		Website - Internal Opportunities	4	0	0
214052BR	SAM - Strategic AM Hospitality Exempt	Careers: Website - TW Careers	32	1	1
		Internal: Internal	1	1	1
		Website - Internal Opportunities	4	1	0
214069BR	Rep 1, Cust Svc Video Repair Nonexempt	Careers: Website - TW Careers	67	15	10
214070BR	Sup, Customer Service Exempt	Website - Internal Opportunities	13	1	1

214168BR	Store Associate - PT Nonexempt	Careers: Website - TW Careers	25	2	0
		FormerEmployee:Former Employee	1	1	1
214169BR	Store Associate Nonexempt	Careers: Website - TW Careers	32	0	0
		Internal: Internal	1	1	1
		Website - Internal Opportunities	3	2	1
214736BR	Account Executive Exempt	Careers: Website - TW Careers	18	1	0
		Website - Internal Opportunities	3	1	1
214743BR	Account Executive Exempt	Careers: Website - TW Careers	44	4	0
		DirectSourcing:Direct Sourcing	1	1	1
		Website - Internal Opportunities	5	0	0
214900BR	Field Technician VI Nonexempt	Careers: Website - TW Careers	34	0	0
		Website - Internal Opportunities	15	8	1
215480BR	Sup, Customer Service Exempt	Website - Internal Opportunities	8	4	2
215481BR	Community Solutions Lead Nonexempt	Website - Internal Opportunities	10	1	1
215507BR	Lead Video Repair Nonexempt	Website - Internal Opportunities	25	1	1
215617BR	Community Solutions Rep 1 Nonexempt	Careers: Website - TW Careers	7	7	4
		Internet - Jobs2Web	2	2	2
		Other - Through some other source	1	1	0
		Website - Internal Opportunities	71	63	33
215703BR	Sup, Direct Sales Exempt	Careers: Website - TW Careers	7	2	1
		Website - Internal Opportunities	3	2	0
215726BR	Account Executive Exempt	Careers: Website - TW Careers	17	2	0
		Internal: Internal	1	1	1
215748BR	Mgr, Direct Sales Exempt	Careers: Website - TW Careers	7	2	0
		Website - Internal Opportunities	8	7	1
215849BR	Store Associate Nonexempt	Careers: Website - TW Careers	25	1	1
215864BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	81	5	0
		REFTWC:Referral - Time Warner Cable	1	1	1
		Telecommunication: Ad - Telecommunication	2	2	1
215865BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	34	10	0
		DirectSourcing:Direct Sourcing	1	1	0
		REFTWC:Referral - Time Warner Cable	1	1	1
		Telecommunication: Ad - Telecommunication	4	4	1
215959BR	Account Executive Exempt	Careers: Website - TW Careers	26	6	1
		Website - Internal Opportunities	1	0	0
216324BR	Department Assistant Nonexempt	Careers: Website - TW Careers	45	4	0
		Website - Internal Opportunities	6	3	1
216747BR	Sup, Direct Sales Exempt	Careers: Website - TW Careers	4	2	0
		Website - Internal Opportunities	4	3	1
216896BR	Field Technician V Nonexempt	Careers: Website - TW Careers	14	1	0
		Website - Internal Opportunities	6	4	1
216921BR	CPUC Inspection Coordinator Nonexempt	Website - Internal Opportunities	2	2	2
217282BR	Account Executive Exempt	Careers: Website - TW Careers	22	3	0
		Website - Internal Opportunities	5	0	0
217369BR	Sup, Direct Sales Exempt	Careers: Website - TW Careers	6	4	0
		Internal: Internal	1	1	0
		Website - Internal Opportunities	3	1	0
217804BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	5	1	0
		Telecommunication: Ad - Telecommunication	1	1	0

217826BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	24	11	0
		Profession: Job Fair - Profession	2	2	0
		REFTWC:Referral - Time Warner Cable	5	5	4
		Telecommunication: Ad - Telecommunication	5	5	3
		Website - Internal Opportunities	1	0	0
218142BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	18	1	0
		DirectSourcing:Direct Sourcing	1	1	1
		FormerEmployee:Former Employee	1	1	0
218143BR	Sup, Direct Sales Exempt	Careers: Website - TW Careers	10	0	0
		DirectSourcing:Direct Sourcing	1	1	1
		Website - Internal Opportunities	1	0	0
218192BR	Sup, Direct Sales Exempt	Website - Internal Opportunities	1	1	1
218264BR	Community Solutions Rep 1 Nonexempt	Careers: Website - TW Careers	4	3	0
		Website - Internal Opportunities	84	69	50
218459BR	Field Technician I Nonexempt	Careers: Website - TW Careers	96	34	0
		Contractor_Conversion:Conversion - Contractor	1	1	1
		Internet: Internet	1	1	1
		JOB_BOARD:Internet - Job Boards	5	5	5
		NONSTAR:Internship - Other	1	1	1
		Website - Internal Opportunities	2	1	0
218514BR	Dir, Regional Direct Sales Exempt	Careers: Website - TW Careers	36	4	1
		Website - Internal Opportunities	4	2	0
218795BR	Account Executive Exempt	Careers: Website - TW Careers	6	0	0
		DirectSourcing:Direct Sourcing	1	1	1
219288BR	Account Executive Exempt	Careers: Website - TW Careers	4	0	0
		DirectSourcing:Direct Sourcing	2	2	1
219433BR	Community Solutions Lead Nonexempt	Website - Internal Opportunities	9	7	3
219846BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	7	1	0
		Telecommunication: Ad - Telecommunication	2	2	1
220276BR	Store Associate - PT Nonexempt	Careers: Website - TW Careers	28	5	2
200573BR	Direct Sales Rep Exempt	Job Fair- CareerIntro - San Diego	0	0	0
Grand Total			6191	1615	646