

FCC Unit Address List

FCC Unit	Address	City	State	Postal
13554	1004 U.S. Highway 92 W	Auburndale	FL	33823
	10357 SE Highway 441/27	Belleview	FL	34420
	109 N Kentucky Avenue Suite 28 & 29	Lakeland	FL	33815
	11401 N. 56th Street	Temple Terrace	FL	33617
	1300 W. Citizens Blvd	Leesburg	FL	34748
	1379 Town Center Drive	Lakeland	FL	33803
	16209 Flight Path Dr	Brooksville	FL	34604
	1945 W. Brandon Blvd	Brandon	FL	33511
	30432 State Road 54	Wesley Chapel	FL	33543
	3520 15th St E	Bradenton	FL	34208
	4400 W Martin Luther King Blvd	Tampa	FL	33601
	4540 S. Dale Mabry Highway	Tampa	FL	33611
	5113 Ehrlich Rd	Tampa	FL	33624
	5214 W Linebaugh Ave	Tampa	FL	33624
	5413 State Road 64 East	Bradenton	FL	34208
	602 E. Highway 50	Clermont	FL	34711
	607 South Pauls Dr	Brandon	FL	33511
	7175 Coastal Landing Blvd	Brooksville	FL	34613
	894 Maguire Rd	Ocoee	FL	34761

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
Multi-Channel Video Program Distributor EEO Program Annual Report Read INSTRUCTIONS Before Filling Out Form		FOR COMMISSION USE ONLY FILE NO. B396 - 20181001AGB

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-
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FCC Registration Number:
 0024928004

Emp. Unit ID # 13554

Application Purpose

New Program Report
 Amendment to Program Report

Supplemental Investigation Sheet (SIS) Attached

C. County and State in which unit's employment office is located
 HILLSBOROUGH, FL

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; border: 1px solid black;" 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: 13554	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: 13554 WEST CENTRAL FL EEO REPORT

Attachment 22

Description
13554 West Central FL EEO Report

2018 Recruitment Initiatives

CFR § 76.75 (b) (2)

FCC Unit: 13554

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

Grace Hopper Women in Technology Event

-) October 4, 2017
-) Orlando Convention Center - Orlando, FL
-) Charter Representation: Recruiters
-) Targeted Positions: All open positions
-) Over 18,000 Attendees

Career Visions and New Horizons Veteran Career Fair

-) February 8, 2018
-) 5402 W. Laurel Street, Ste. 106 Tampa, FL 33607
-) 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.

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
13554 West Central FL
Hillsborough County

Agency Name	City	State	Zip Code	Recipient Email	Phone #
CareerSource Suncoast	Bradenton	FL	34208	lzzak@careersourcesc.com;Jan Zak	941-358-4200
School District of Manatee County School Support Center	Bradenton	FL	34205	sheehanw@manateeschools.net.null	941-708-8770
Goodwill Industries-Suncoast, Inc	Clearwater	FL	33764	david.lomaka@goodwill-suncoast.com;David Lomaka, donna.reynolds@goodwill-suncoast.com;Donna Reynolds	727-437-4031
CareerSource Pinellas	Clearwater	FL	33760	sway@worknetpinellas.org.null	727-524-4344
CareerSource Pinellas	Clearwater	FL	33765	kdailey@worknetpinellas.org;Kristin Dailey, wrivera@careersourcepinellas.com;William Rivera	727-524-4344
Service Source / Warrior Bridge	Clearwater	FL	33760	elyce.wimmer@servicesource.org;Elyce Wimmer	727-538-7370
WorkNet Pinellas	Clearwater	FL	33765	scaum@worknetpinellas.org;Susannah Caum	N/A
CareerSource Pasco Hernando	Dade City	FL	33523	kruss@careersourcepascohernando.com;Kenneth Russ	813-377-1300
One-Stop Workforce Connection	Inverness	FL	34452	jtrautman@clmworkforce.com;Jay Trautman	352-732-1700
Kissimmee/Osceola County Chamber of Commerce	Kissimmee	FL	34744	cdjewis@kissimmeechamber.com.null	407-847-3174
Goodwill Self Sufficiency Job Centers	Kissimmee	FL	34741	vazquez@goodwillcf.org;Lourdes Vazquez	407-847-0696
CareerSource Central Florida	Kissimmee	FL	34744	icalvo@wcfca.com;Jose Calvo	407-705-1555
CareerSource Florida Crown	Lake City	FL	32055	lfu@careersourceflorida.com;Linda Fu, smunu@careersourceflorida.com;Sifoa Nunu	386-755-9026
CareerSource Polk	Lakeland	FL	33801	kathy.suttles@careersourcepolk.com;Kathy Suttles, tangela.bryson@careersourcepolk.com;Tangela Bryson	863-508-1100
Pinellas County Schools	Largo	FL	33770	pcs.milazot@pcsb.org.null	727-588-6000
CareerSource Citrus Levy Marion	Lecanto	FL	34461	fcalascione@careersourceclm.com;Frank Calascione	352-249-3278
CareerSource Central Florida	Leesburg	FL	34748	critley@wcfca.com;Cheryl Ridley, ywatkins@careersourceclm.com;Yolanda Watkins	352-360-6280
CareerSource North Florida	Live Oak	FL	32064	diane.head@careersourcenorthflorida.com;Diane Head, head@nfwdb.org;Diane Head	386-362-7000
Crossroads Career Network - The Masters Touch International Church	Longwood	FL	32779	mymonarchcareer@gmail.com;Betty Jackson	321-304-4111
In Between Careers Ministry - Idlewild Baptist Church	Lutz	FL	33548	jim@carowarop.com;Jim Carow	813-264-1515
CareerSource Pasco Hernando	New Port Richey	FL	34652	ellie@careercentral.jobs;Joshua Ellis, jflaherty@careersourcepascohernando.com;Jim Flaherty	727-484-3400
CareerSource Citrus Levy Marion	Ocala	FL	34470	aabrams@careersourceclm.com;Andrea Abrams, hayala@careersourceclm.com;Henry Ayala, joborder@clmworkforce.com.null	352-840-5700
Women'S Resource Center	Orlando	FL	32856	ctfwr@bellsouth.net.null	407-426-7960
Sanford-Brown College Orlando	Orlando	FL	32819	N/A	407-857-2300
University of Central Florida	Orlando	FL	32816	denise.cordova@ucf.edu;Denise Cordova	407-823-2000
Southern Technical College	Orlando	FL	32809	icruz@southemtech.edu.null	407-438-6000
DEVRY UNIVERSITY	Orlando	FL	32819	jmckenna@devry.edu;J McKenna, kemery@devry.edu.null, Inazzaro@devry.edu.null	407-345-2800
Orlando City Hall	Orlando	FL	32801	maria.ekon@cityoforlando.net;Maria Ekon	407-246-2121
Orange County Public Schools	Orlando	FL	32801	patricia.montalbano@ocps.net;Patricia Montalbano	407-317-3209
Orlando Tech	Orlando	FL	32801	alex.heidelbergl@ocps.net;Alex Heidelbergl	407-246-7060
Ministerio de Asistencia de Empleos - Iolesia El Calvario	Orlando	FL	32809	rosichrodriguez@yahoo.com;Mavra Rosich	407-233-5350
Kingdom Family Church	Orlando	FL	32817	info@kingdomfamilychurch.com.null	407-381-9120
CareerSource Central Florida	Orlando	FL	32809	briz@careersourceclm.com;Louis Ortiz, smosley@careersourceclm.com.null	407-531-1232
Division of Blind Services	Orlando	FL	32801	jeff.whitehead@dbs.fl.gov;Jeff Whitehead	407-245-0700
Epilepsy Assoc Of Cent Fl	Orlando	FL	32804	contact@epilepsyassociation.com;Charles Carmen	407-422-1416
Everest University	Orlando	FL	32810	danielle.thornton@zenith.org;Danielle Thornton	888-223-8556
CareerSource Central Florida	Orlando	FL	32818	ckelly@careersourceclm.com.null	407-531-1223
LIFT Orlando	Orlando	FL	32801	natalie@liftorlando.org;Natalie Hamer	407-480-5054
Orlando VA Medical Center	Orlando	FL	32803	ellamay.artis@va.gov;Ellamay Artis	407-646-5500
Ucf-Multicultural Services	Orlando	FL	32816	wjackson@mail.ucf.edu;Duane Jackson	407-823-2716
CareerSource Tampa Bay	Plant City	FL	33563	konatej@workfortampabay.com;Jacqueline Konate, loeunh@careersourcetampabay.com;Haley Loeun,	813-930-7880
CareerSource Tampa Bay	Ruskin	FL	33570	loeunh@careersourcetampabay.com;Haley Loeun	813-930-7400
Eckerd College	Saint Petersburg	FL	33711	rflowers@eckerd.org;R Flowers	727-461-2990
Seminole State College of Florida	Sandford	FL	32773	bavnarda@seminolestate.edu;Arin Bavnard, bordersm@seminolestate.edu;Michelle Borders, tellerlad@seminolestate.edu.null	407-708-4722
CareerSource Central Florida	Sanford	FL	32773	dcaarr@careersourceclm.com.null, djewis@careersourceclm.com.null, jlietz@careersourceclm.com;Jason Lietz, lquamoccio@careersourceclm.com.null, mcollins@careersourceclm.com.null	407-531-1222
CareerSource Suncoast	Sarasota	FL	34234	agagliano@careersourcesc.com.null, dphepels@suncoastworkforce.org;Deborah Phelps, lgraham@suncoastworkforce.org;Luke Graham, mshapiro@careersourcesc.com;Matthew Shapiro, psmith@careersourcesc.com;Patrick Smith,	941-358-4200
CareerSource Pasco Hernando	Spring Hill	FL	34606	tmalley@careersourcepascohernando.com;John Malley, mnotte@careercentral.jobs;Mark Notte	352-200-3020
Oscola Developmental Center, Inc	St. Cloud	FL	34769	odcfl@yahoo.com;Carlos Rodriguez	N/A
CareerSource Pinellas	St. Petersburg	FL	33711	dvanikir@careersourcepinellas.com.null, kdailey@careersourcepinellas.com;Kristin Dailey, tanderson@worknetpinellas.org;Tye Anderson	727-524-4344
JOB Corps Center	St. Petersburg	FL	33701	valerio.veronica@jcbcorps.org;Veronica Valerio	727-524-4344
CareerSource Pinellas	St. Petersburg	FL	33710	wweiss@careersourcepinellas.com;Yvette Weiss	727-524-4344
Goodwill Industries-Suncoast Inc.	St. Petersburg	FL	33702	kris.rawson@goodwill-suncoast.com;Kris Rawson, linda.rogers@goodwill-suncoast.com;Linda Rogers	727-523-1512
CareerSource Tampa Bay	Tampa	FL	33612	amburn@careersourcetampabay.com;Rich Amburn, baileyd@workfortampabay.com;Dana Bailey, clegg@workfortampabay.com;Charletta Clegg, colone@workfortampabay.com;Eliaso Colone, hilsmana@workfortampabay.com.null, karfeldb@workfortampabay.com;Brent Karfeld, montelhp@workfortampabay.com.null	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33609	clegg@careersourcetampabay.com.null, drudngj@careersourcetampabay.com.null, liebauj@careersourcetampabay.com;Jesse Liebau	813-397-2050
Keiser University	Tampa	FL	33634	dferraro@keiseruniversity.edu.null, rreis@keiseruniversity.edu.null	813-885-4900
VA Homeless Providers Grant and Per Diem Program	Tampa	FL	33617	jeffery.quarles@va.gov;Jeffery Quarles	877-332-0334
NAACP Hillsborough County Branch	Tampa	FL	33677	contact@hillsboroughnaacp.org.null	813-234-8683
Hispanic Chamber Of Commerce Tampa Bay	Tampa	FL	33602	info@tamphispanicchamber.com.null	813-414-9411
Tampa Lighthouse for Blind	Tampa	FL	33606	sheryl.brown@tamplighthouse.org;Sheryl Brown	813-251-2407
Epilepsy Services Of W. Central Fl	Tampa	FL	33603	drorant@epilepsyservices.com;Dan Grant	813-870-3414
The Center For Women	Tampa	FL	33606	anthompson@cfwtampa.org;Alice Thompson	813-251-8437
Leary Tech Center	Tampa	FL	33610	webmaster@leary.com;Ann Courtney	813-231-1845
Hispanic Service Council	Tampa	FL	33612	blanca.deruiz@hispanicservicescouncil.org;Blanca De Ruiz	813-876-7223
Tampa Crossroads	Tampa	FL	33603	gleyton@tampacrossroads.com;Glorimar Leyton, hferrer@tampacrossroads.com	813-238-8557
Dress for Success Tampa	Tampa	FL	33607	tampabay@dressforsuccess.org;Katie McGill	N/A
CareerSource Tampa Bay	Tampa	FL	33619	lperez@workfortampabay.com;Jorge Perez, robinsond@careersourcetampabay.com.null	813-930-7832
CareerSource Pinellas	Tarpon Springs	FL	34689	kdailey@careersourcepinellas.com;Kristin Dailey, tribble@careersourcepinellas.com.null	727-524-4344
CareerSource Suncoast	Venice	FL	34285	agagliano@careersourcesc.com.null, dvarrington@careersourcesc.com.null, jdisbro@careersourcesc.com;James Disbro,	941-486-2682
Westside Tech	Winter Garden	FL	34787	lgraham@careersourcesc.com;Luke Graham, psmith@suncoastworkforce.org;Patrick Smith	407-857-2480
Rollins College	Winter Park	FL	32789	careerdevelopment@rollins.edu.null, careerservices@rollins.edu.null	407-646-2000

FCC Source Evaluation Report

FCC Unit: 13554 West Central FL

County/State: Hillsborough, FL

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

Source Description	# Applicants	# Interviews	# Hires
Careers: Website - TW Careers	8068	335	92
DirectSourcing:Direct Sourcing	5	5	4
Diversity: Job Fair - Diversity	2	2	2
FormerEmployee:Former Employee	3	2	3
INDUSTRYSPEC:Internet - Industry Specific	2	2	1
Internal: Internal	20	17	20
Internet - Indeed	1	1	0
JOB_BOARD:Internet - Job Boards	186	116	176
Newspaper: Ad - Newspaper/Print	21	21	21
OTHER: Other	1	1	1
Professional: Referral - Professional	27	2	27
RefCorp:Referral - Corporate	4	2	3
REFTWC:Referral - Time Warner Cable	2	2	2
Stella	1	0	0
Telecommunication: Ad - Telecommunication	29	29	24
Television: Ad - Television	3	3	2
Website - External Career Site	1	0	1
Website - Internal Opportunities	462	178	54
Grand Total	8838	718	433

FCC Sourcing Report

FCC Unit: 13554 West Central FL

County/State: Hillsborough, FL

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

Requisition #	Job Title	Source Description	# Applicants	# Interviews	# Hires
202430BR	Store Associate Nonexempt	Careers: Website - TW Careers	146	4	1
202899BR	Trainer I Exempt	Careers: Website - TW Careers	70	0	0
		JOB_BOARD:Internet - Job Boards	1	0	1
		Website - Internal Opportunities	5	0	0
202956BR	Workforce Mgmt Admin Exempt	Careers: Website - TW Careers	25	0	0
		Internet - Indeed	1	1	0
		Website - Internal Opportunities	3	0	0
202960BR	Workforce Mgmt Care Coord Nonexempt	Careers: Website - TW Careers	30	0	0
		Website - Internal Opportunities	7	1	1
203004BR	TQA Field Tech I Nonexempt	Careers: Website - TW Careers	2	2	0
		Internal: Internal	1	1	1
		Website - Internal Opportunities	5	5	0
203282BR	Rep I, Cust Svc-R010 Nonexempt	Careers: Website - TW Careers	78	5	0
		Diversity: Job Fair - Diversity	1	1	1
		Newspaper: Ad - Newspaper/Print	3	3	3
203441BR	Field Engineer III Nonexempt	Careers: Website - TW Careers	1	1	0
		Internal: Internal	1	1	1
		Website - Internal Opportunities	2	1	0
203532BR	Sup, Supply Chain Exempt	Careers: Website - TW Careers	2	0	0
		Internal: Internal	1	1	1
		Website - Internal Opportunities	1	1	0
203954BR	Rep I, Cust Svc-R010 Nonexempt	Careers: Website - TW Careers	75	8	0
		Newspaper: Ad - Newspaper/Print	2	2	2
204029BR	Field Technician I Nonexempt	Careers: Website - TW Careers	81	0	0
		Telecommunication: Ad - Telecommunication	6	6	4
		Website - Internal Opportunities	1	0	0
204108BR	Sup, Cust Care Call Ctr -Resi Exempt	Website - Internal Opportunities	6	1	1
204372BR	Field Technician I Nonexempt	Careers: Website - TW Careers	138	18	16
204520BR	Community Sales Specialist Exempt	Careers: Website - TW Careers	26	5	0
		JOB_BOARD:Internet - Job Boards	1	1	1
		Website - Internal Opportunities	1	1	1
204547BR	Store Associate Nonexempt	Careers: Website - TW Careers	86	2	0
		JOB_BOARD:Internet - Job Boards	1	1	1
		Website - Internal Opportunities	2	0	0
204548BR	Store Associate Nonexempt	Careers: Website - TW Careers	102	3	0
		JOB_BOARD:Internet - Job Boards	1	1	1
		Website - Internal Opportunities	1	0	0
204589BR	Rep I, Cust Svc-R010 Nonexempt	Careers: Website - TW Careers	83	3	0
		Newspaper: Ad - Newspaper/Print	4	4	4
204637BR	Field Technician I Nonexempt	Careers: Website - TW Careers	169	1	1
		JOB_BOARD:Internet - Job Boards	3	3	2
		Website - Internal Opportunities	1	0	0

204650BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	79	7	3
		Website - Internal Opportunities	3	2	1
204651BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	71	2	1
		Website - Internal Opportunities	3	1	1
204657BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	38	1	0
205054BR	Ld Rep, Cust Svc-R006 Nonexempt	Website - Internal Opportunities	6	3	2
205171BR	Mgr, Human Resources Exempt	Careers: Website - TW Careers	80	0	0
		Website - Internal Opportunities	4	2	1
205191BR	Store Associate Nonexempt	Careers: Website - TW Careers	66	5	0
		JOB_BOARD:Internet - Job Boards	1	1	1
205286BR	Field Engineer Nonexempt	Website - Internal Opportunities	16	15	1
205469BR	Rep 1, Cust Svc Billing Nonexempt	Careers: Website - TW Careers	124	6	0
		Diversity: Job Fair - Diversity	1	1	1
		Newspaper: Ad - Newspaper/Print	7	7	7
205769BR	Community Sales Specialist Exempt	Careers: Website - TW Careers	19	1	0
		Website - Internal Opportunities	3	1	1
205809BR	Store Associate Nonexempt	Careers: Website - TW Careers	81	2	0
		JOB_BOARD:Internet - Job Boards	1	1	1
		Website - Internal Opportunities	1	0	0
206132BR	Fiber Technician I Nonexempt	Website - Internal Opportunities	10	7	1
206135BR	Field Technician I Nonexempt	Careers: Website - TW Careers	76	1	0
		Telecommunication: Ad - Telecommunication	8	8	7
		Website - Internal Opportunities	1	0	0
206155BR	Store Associate Nonexempt	Careers: Website - TW Careers	80	2	1
		Website - Internal Opportunities	3	0	0
206245BR	Maintenance Coordinator Nonexempt	Careers: Website - TW Careers	12	0	0
		Website - Internal Opportunities	2	1	1
206260BR	Store Associate Nonexempt	Careers: Website - TW Careers	77	1	1
		Website - Internal Opportunities	2	0	0
206264BR	Rep 1, Cust Svc Billing Nonexempt	Careers: Website - TW Careers	56	5	0
		Newspaper: Ad - Newspaper/Print	3	3	3
206339BR	Residential Inbound Sales Rep Nonexempt	Careers: Website - TW Careers	531	0	1
		JOB_BOARD:Internet - Job Boards	42	0	42
		Professional: Referral - Professional	20	0	20
		Website - External Career Site	1	0	1
		Website - Internal Opportunities	8	0	2
206373BR	Fiber Technician I Nonexempt	Website - Internal Opportunities	3	2	1
206553BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	23	4	2
		Website - Internal Opportunities	1	0	0
206596BR	Rep 1, Cust Svc Billing Nonexempt	Careers: Website - TW Careers	69	0	0
		Internal: Internal	1	1	1
		JOB_BOARD:Internet - Job Boards	3	3	3
		OTHER: Other	1	1	1
		RefCorp:Referral - Corporate	1	0	1
206667BR	Workforce Mgmt Admin Exempt	Careers: Website - TW Careers	12	0	0
		JOB_BOARD:Internet - Job Boards	1	1	1
206762BR	Rep 1, Cust Svc Billing Nonexempt	Careers: Website - TW Careers	36	1	0
		Newspaper: Ad - Newspaper/Print	2	2	2
		Television: Ad - Television	1	1	1

206850BR	Sup, Inside Sales-RB002 Exempt	Careers: Website - TW Careers	6	0	0
		Professional: Referral - Professional	1	0	1
207065BR	Trainer I Exempt	Careers: Website - TW Careers	39	2	0
		Website - Internal Opportunities	11	2	1
207262BR	Field Technician I Nonexempt	Careers: Website - TW Careers	176	1	1
		JOB_BOARD:Internet - Job Boards	13	13	11
		Professional: Referral - Professional	1	1	1
		Website - Internal Opportunities	4	0	0
207596BR	Rep 1, Cust Svc Billing Nonexempt	Careers: Website - TW Careers	99	4	0
		Internal: Internal	1	1	1
		JOB_BOARD:Internet - Job Boards	2	1	2
		Professional: Referral - Professional	1	1	1
		RefCorp:Referral - Corporate	1	1	0
207838BR	Store Associate Nonexempt	Careers: Website - TW Careers	25	1	1
208026BR	Field Technician I Nonexempt	Careers: Website - TW Careers	106	1	0
		JOB_BOARD:Internet - Job Boards	1	1	1
		Website - Internal Opportunities	1	1	1
208028BR	Field Technician I Nonexempt	Careers: Website - TW Careers	177	0	0
		JOB_BOARD:Internet - Job Boards	1	1	1
		Website - Internal Opportunities	3	0	0
208053BR	Field Technician I Nonexempt	Careers: Website - TW Careers	214	0	0
		Internal: Internal	1	1	1
		JOB_BOARD:Internet - Job Boards	2	2	1
		Website - Internal Opportunities	3	0	0
208193BR	Store Associate Nonexempt	Careers: Website - TW Careers	15	3	0
		JOB_BOARD:Internet - Job Boards	1	1	1
208200BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	133	10	7
		Website - Internal Opportunities	6	1	1
208282BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	50	4	3
208344BR	Rep 1, Cust Svc Billing Nonexempt	Careers: Website - TW Careers	230	8	1
		INDUSTRYSPEC:Internet - Industry Specific	1	1	0
		JOB_BOARD:Internet - Job Boards	7	5	6
208444BR	Account Executive Exempt	Careers: Website - TW Careers	11	1	0
		Internal: Internal	1	1	1
		Website - Internal Opportunities	4	0	0
208499BR	Store Associate Nonexempt	Careers: Website - TW Careers	98	5	0
		JOB_BOARD:Internet - Job Boards	1	1	1
		REFTWC:Referral - Time Warner Cable	1	1	1
		Website - Internal Opportunities	4	2	1
208593BR	Reports Coordinator Exempt	Careers: Website - TW Careers	1	0	0
208644BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	84	5	5
		Website - Internal Opportunities	3	2	0
208682BR	Field Technician I Nonexempt	Careers: Website - TW Careers	164	1	0
		JOB_BOARD:Internet - Job Boards	2	2	2
		Telecommunication: Ad - Telecommunication	1	1	1
209004BR	Sup, Customer Care Res Exempt	Website - Internal Opportunities	16	1	1
209403BR	TQA Field Tech I Nonexempt	Website - Internal Opportunities	3	3	1
209741BR	Store Lead Nonexempt	Careers: Website - TW Careers	18	0	0
		Website - Internal Opportunities	6	5	1

209921BR	Maintenance Technician I Nonexempt	Careers: Website - TW Careers	10	1	1
		Website - Internal Opportunities	4	0	0
210115BR	Recruiter I Exempt	Careers: Website - TW Careers	77	0	0
		JOB_BOARD:Internet - Job Boards	1	1	1
		Website - Internal Opportunities	5	0	0
210494BR	Rep 1, Cust Svc Billing Nonexempt	Careers: Website - TW Careers	325	41	8
		INDUSTRYSPEC:Internet - Industry Specific	1	1	1
		JOB_BOARD:Internet - Job Boards	16	14	16
		RefCorp:Referral - Corporate	1	1	1
		Website - Internal Opportunities	1	0	0
210555BR	Store Associate Nonexempt	Careers: Website - TW Careers	82	1	0
		Website - Internal Opportunities	3	1	1
210556BR	Store Associate Nonexempt	Careers: Website - TW Careers	79	1	0
		FormerEmployee:Former Employee	1	1	1
		Website - Internal Opportunities	1	0	0
210634BR	Store Associate - PT Nonexempt	Careers: Website - TW Careers	27	2	0
		JOB_BOARD:Internet - Job Boards	1	1	1
210968BR	Residential Retention Rep Nonexempt	Careers: Website - TW Careers	563	22	0
		FormerEmployee:Former Employee	1	0	1
		Internal: Internal	11	8	11
		JOB_BOARD:Internet - Job Boards	40	19	39
		Professional: Referral - Professional	4	0	4
		Television: Ad - Television	2	2	1
		Website - Internal Opportunities	22	2	3
211225BR	Store Associate Nonexempt	Careers: Website - TW Careers	150	8	0
		DirectSourcing:Direct Sourcing	1	1	1
		Website - Internal Opportunities	1	0	0
211226BR	Store Associate Nonexempt	Careers: Website - TW Careers	56	4	1
		Website - Internal Opportunities	1	1	0
211537BR	Field Technician I Nonexempt	Careers: Website - TW Careers	198	1	1
		JOB_BOARD:Internet - Job Boards	12	12	12
		Website - Internal Opportunities	4	0	0
211642BR	Field Technician I Nonexempt	Careers: Website - TW Careers	284	1	0
		JOB_BOARD:Internet - Job Boards	6	6	6
		Website - Internal Opportunities	4	0	0
212143BR	Field Technician I Nonexempt	Careers: Website - TW Careers	70	0	0
		JOB_BOARD:Internet - Job Boards	1	1	0
		Telecommunication: Ad - Telecommunication	4	4	3
212391BR	Rep 1, Cust Svc Billing Nonexempt	Careers: Website - TW Careers	54	4	0
		JOB_BOARD:Internet - Job Boards	4	4	3
212451BR	Mgr, Human Resources Exempt	Careers: Website - TW Careers	64	4	1
		Website - Internal Opportunities	2	1	0
212495BR	Dir, Customer Service Exempt	Careers: Website - TW Careers	102	3	0
		Website - Internal Opportunities	8	1	1
212689BR	Store Associate Nonexempt	Careers: Website - TW Careers	54	2	0
		JOB_BOARD:Internet - Job Boards	1	1	1
		Website - Internal Opportunities	1	0	0
212838BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	50	3	3
		Website - Internal Opportunities	1	0	0

212841BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	19	3	2
		Website - Internal Opportunities	1	0	0
212898BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	43	11	9
		Website - Internal Opportunities	3	1	1
213000BR	Maintenance Technician I Nonexempt	Website - Internal Opportunities	8	7	1
213003BR	Operations Analyst II Exempt	Careers: Website - TW Careers	65	0	0
		Stella	1	0	0
		Website - Internal Opportunities	7	1	1
213005BR	Mgr, Business Controls Exempt	Careers: Website - TW Careers	35	1	0
		FormerEmployee:Former Employee	1	1	1
		Website - Internal Opportunities	6	0	0
213007BR	Sup, Customer Care Res Exempt	Careers: Website - TW Careers	24	0	0
		Website - Internal Opportunities	16	1	4
213058BR	Sup, Field Operations Exempt	Website - Internal Opportunities	18	16	1
213062BR	Sup, Construction Exempt	Website - Internal Opportunities	12	9	1
213123BR	Rep 1, Cust Svc Billing Nonexempt	Careers: Website - TW Careers	68	3	0
		JOB_BOARD:Internet - Job Boards	3	2	2
		RefCorp:Referral - Corporate	1	0	1
213281BR	Sup, Community Sales Exempt	Careers: Website - TW Careers	15	1	0
		Website - Internal Opportunities	3	3	1
213576BR	Rep 1, Cust Svc Billing Nonexempt	Careers: Website - TW Careers	8	0	0
		JOB_BOARD:Internet - Job Boards	1	1	1
213807BR	Maintenance Technician I Nonexempt	Website - Internal Opportunities	3	3	0
213996BR	Mgr, Store Exempt	Careers: Website - TW Careers	15	0	0
		Website - Internal Opportunities	8	4	1
214135BR	Residential Retention Rep Nonexempt	Careers: Website - TW Careers	133	3	0
		Website - Internal Opportunities	7	1	1
214292BR	Field Technician I Nonexempt	Careers: Website - TW Careers	37	6	0
		JOB_BOARD:Internet - Job Boards	7	7	7
		Website - Internal Opportunities	1	0	0
214390BR	Store Associate Nonexempt	Careers: Website - TW Careers	16	3	0
		REFTWC:Referral - Time Warner Cable	1	1	1
		Website - Internal Opportunities	1	1	0
214460BR	Technical & Safety Trainer I Exempt	Website - Internal Opportunities	14	4	1
214511BR	Community Sales Specialist Exempt	Careers: Website - TW Careers	20	1	0
		Internal: Internal	1	1	1
		Website - Internal Opportunities	4	2	0
214587BR	TQA Field Tech I Nonexempt	Website - Internal Opportunities	3	3	1
214732BR	Construction Coordinator I Nonexempt	Website - Internal Opportunities	9	7	1
214805BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	28	5	2
		DirectSourcing:Direct Sourcing	1	1	1
		Website - Internal Opportunities	1	0	0
215011BR	Field Technician I Nonexempt	Careers: Website - TW Careers	134	2	0
		Telecommunication: Ad - Telecommunication	6	6	5
		Website - Internal Opportunities	2	0	0
215272BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	31	3	1
215275BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	57	4	3
		Website - Internal Opportunities	2	1	1
215355BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	14	1	1

		Website - Internal Opportunities	1	0	0
215439BR	TQA Field Tech I Nonexempt	Website - Internal Opportunities	7	6	1
215521BR	Maintenance Coordinator Nonexempt	Careers: Website - TW Careers	18	1	0
		Website - Internal Opportunities	5	2	1
215654BR	Store Associate Nonexempt	Careers: Website - TW Careers	58	4	0
		JOB_BOARD:Internet - Job Boards	1	1	1
		Website - Internal Opportunities	1	1	1
215876BR	Human Resources Generalist Exempt	Careers: Website - TW Careers	62	3	0
		Website - Internal Opportunities	2	1	1
216255BR	Field Technician I Nonexempt	Careers: Website - TW Careers	39	3	0
		JOB_BOARD:Internet - Job Boards	6	6	5
		Website - Internal Opportunities	2	0	0
216326BR	Community Sales Specialist Exempt	Careers: Website - TW Careers	45	2	0
216420BR	TQA Field Tech I Nonexempt	Website - Internal Opportunities	4	3	1
216479BR	Mgr, Field Operations Exempt	Careers: Website - TW Careers	28	1	1
		Website - Internal Opportunities	16	1	0
216664BR	Maintenance Technician I Nonexempt	Website - Internal Opportunities	6	0	0
216690BR	Store Lead Nonexempt	Careers: Website - TW Careers	7	0	0
		Internal: Internal	1	1	1
		Website - Internal Opportunities	6	3	0
216768BR	Field Technician I Nonexempt	Careers: Website - TW Careers	46	5	0
		Telecommunication: Ad - Telecommunication	4	4	4
		Website - Internal Opportunities	2	1	0
216830BR	HR Coordinator Nonexempt	Careers: Website - TW Careers	63	3	1
		Website - Internal Opportunities	4	1	0
217096BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	21	4	3
217101BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	50	1	1
		Website - Internal Opportunities	3	0	0
217172BR	Community Sales Specialist Exempt	Careers: Website - TW Careers	80	4	0
		DirectSourcing:Direct Sourcing	3	3	2
		Website - Internal Opportunities	3	0	0
217223BR	Field Technician V Nonexempt	Website - Internal Opportunities	4	3	1
217654BR	Mgr, Customer Service Exempt	Website - Internal Opportunities	10	4	1
217879BR	Administrative Assistant Nonexempt	Careers: Website - TW Careers	151	3	0
		JOB_BOARD:Internet - Job Boards	1	1	1
		Website - Internal Opportunities	3	2	0
218519BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	72	18	7
218524BR	Construction Coordinator I Nonexempt	Website - Internal Opportunities	6	5	1
218682BR	Warehouse Technician Nonexempt	Careers: Website - TW Careers	31	2	1
		Website - Internal Opportunities	5	1	0
219600BR	Fiber Technician I Nonexempt	Website - Internal Opportunities	2	2	1
219622BR	Construction Coordinator I Nonexempt	Website - Internal Opportunities	7	5	1
219838BR	Maintenance Technician I Nonexempt	Website - Internal Opportunities	11	6	1
Grand Total			8838	718	433