

2020 FCC Unit Address List

FCC Unit: **13529**

FCC Unit Description: **Eastern Florida**

<u>Address</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>
2323 North State Street	Bunnell	FL	32110
1475 S. Nova Rd.	Daytona Beach	FL	32114
2795 Enterprise Road	Orange City	FL	32763
333 West Granada Blvd	Ormond Beach	FL	32174
1280 W Granada Blvd	Ormond Beach	FL	32174

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

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:

Emp. Unit ID # 13529

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

BREVARD, FL

D. Category of Respondent (check applicable box)

☐ Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V☒ Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached

E. Pay Period Covered by this Report (inclusive dates) 07/01/2019-06/30/2020

F. Attachments: (See "Exhibit" buttons, below.)

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit

Ident No.	Name of Community	Location (State)	Type
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Review the list of communities served on the previous year's submission and attach as Exhibit A any [Exhibit 1] 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 & EMPLOYEE RELATIONS
Date 9/28/2020	Name of Respondent KEVIN SMITH
Telephone No. (include area code) 2037054832	

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

Exhibits

2019-2020 Recruitment Initiatives

FCC Unit: 13529 Eastern Florida

1. #2 – Hosting at least one job fair.

Spectrum National Military Career Fair

- June 25, 2020
- Virtual – Southeast, US
- Charter Representatives: Recruiters & Managers
- Targeted positions: All open positions
- Large volume of attendees

2. #14 - Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Leave and Accommodation Training for Leaders

Are you a people leader or human resources representative responsible for answering employee questions and processing requests for leaves and accommodations? This training will help you increase your expertise by providing information and guidance for managing leaves and other accommodations in an efficient, cost effective and compliant manner in order to support employees as they plan for a leave or other accommodation, and once they return to work. This required course is assigned at new hire to all people leaders and human resources employees. In addition, this course is reassigned annually for all people leaders and human resources employees in southern California.

2020 FCC Unit Outreach Source List

FCC Unit: 13529

FCC Unit Description: Eastern Florida

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
CareerSource Central Florida	Sanford	FL	32773	dcarr@careersourcecf.com	407-531-1222
CareerSource Central Florida	Sanford	FL	32773	dlewis@careersourcecf.com	407-531-1222
CareerSource Central Florida	Sanford	FL	32773	jlietz@careersourcecf.com	407-531-1222
CareerSource Central Florida	Sanford	FL	32773	jquarnoccio@careersourcecf.com	407-531-1222
CareerSource Central Florida	Sanford	FL	32773	mcollins@careersourcecf.com	407-531-1222
CareerSource Northeast Florida	Jacksonville	FL	32216	arichmond@worksourcefl.com	904-997-3100
CareerSource Northeast Florida	Jacksonville	FL	32216	dmoore@worksourcefl.com	904-997-3100
CareerSource Tampa Bay	Tampa	FL	33612	baileyd@workforcetampa.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33612	cleggc@workforcetampa.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33612	colone@careersourcetb.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33612	hilsmana@workforcetampa.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33612	karfeldb@workforcetampa.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33612	monteilhp@workforcetampa.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33612	papiusj@careersourcetb.com	813-930-7400
Crossroads Career Network - The Masters Touch International Church	Longwood	FL	32779	mymonarchcareer@gmail.com	321-304-4111
Rehabilitation Center for the Blind and Visually Impaired	Daytona Beach	FL	32114	edward.hudson@dbs.fldoe.org	386-258-4444
Seminole State College of Florida	Sandford	FL	32773	bordersm@seminolestate.edu	407-708-4722
Ucf-Multicultural Services	Orlando	FL	32816	wjackson@mail.ucf.edu	407-823-2716

2020 FCC Source Evaluation Report

FCC Unit: 13529

FCC Unit Description: Eastern Florida

Source	Applicant Count	Interview Count	Hire Count
Direct Sourcing - ATS	43	43	31
Direct Sourcing - Line Networking	1	1	1
Direct Sourcing - Sourcing Specialist	2	2	1
Former Employee - Rehire	2	2	2
Internal - Internal Hire	2	2	2
Internet - Google	2	2	1
Internet - Indeed	34	34	19
Referral - Employee Referral	8	8	6
Website - External Career Site	2385	217	10
Grand Total	2479	311	73

2020 FCC Source Report

FCC Unit: **13529**
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Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
243969BR	Store Associate Nonexempt				
		Website - External Career Site	151	9	0
		Direct Sourcing - ATS	3	3	2
244339BR	Field Technician I Nonexempt				
		Website - External Career Site	231	39	4
		Internet - Indeed	5	5	3
245198BR	Asst Mgr, Store Exempt				
		Website - External Career Site	36	0	0
		Direct Sourcing - ATS	1	1	1
246049BR	Account Executive Exempt				
		Website - External Career Site	71	3	0
		Referral - Employee Referral	1	1	1
246096BR	Store Associate Nonexempt				
		Website - External Career Site	28	0	0
		Direct Sourcing - ATS	1	1	1
246180BR	Direct Sales Rep Exempt				
		Website - External Career Site	20	1	0
		Direct Sourcing - ATS	12	12	6
247176BR	Store Associate Nonexempt				
		Website - External Career Site	86	7	0
		Direct Sourcing - ATS	5	5	4
247276BR	Store Associate Nonexempt				
		Website - External Career Site	87	0	0
		Referral - Employee Referral	1	1	1
248340BR	Asst Mgr, Store Exempt				
		Website - External Career Site	51	1	0
		Direct Sourcing - ATS	1	1	1
248453BR	Field Technician I Nonexempt				
		Website - External Career Site	250	24	0
		Internet - Indeed	8	8	4
		Former Employee - Rehire	2	2	2
248986BR	Direct Sales Rep Exempt				
		Website - External Career Site	17	1	0
		Direct Sourcing - ATS	7	7	5
249535BR	Production Account Mgr Exempt				
		Website - External Career Site	25	4	1
249955BR	Store Associate Nonexempt				
		Website - External Career Site	38	0	0
		Referral - Employee Referral	1	1	1
250029BR	Field Technician II Nonexempt				
		Internet - Indeed	2	2	2
		Internet - Google	1	1	1
252142BR	Account Executive Exempt				
		Website - External Career Site	8	0	0
		Direct Sourcing - Line Networking	1	1	1
252802BR	Store Associate Nonexempt				
		Website - External Career Site	24	0	0
		Direct Sourcing - ATS	1	1	1
252908BR	Account Executive Exempt				
		Website - External Career Site	38	3	0
		Referral - Employee Referral	1	1	1
252933BR	Field Technician I Nonexempt				
		Website - External Career Site	237	23	0

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
253275BR		Internet - Indeed	10	10	5
		Referral - Employee Referral	2	2	1
253626BR	Direct Sales Rep Exempt	Website - External Career Site	21	0	0
		Direct Sourcing - ATS	2	2	1
253631BR	Store Associate Nonexempt	Website - External Career Site	47	0	0
		Direct Sourcing - ATS	4	4	3
254479BR	Store Associate Nonexempt	Website - External Career Site	49	9	0
		Direct Sourcing - ATS	1	1	1
256216BR	Field Technician II Nonexempt	Internet - Indeed	1	1	1
256583BR	Field Technician I Nonexempt	Website - External Career Site	247	37	0
		Internet - Indeed	4	4	2
		Internet - Google	1	1	0
258462BR	Direct Sales Rep Exempt	Website - External Career Site	13	0	0
		Direct Sourcing - ATS	1	1	1
259677BR	RSC Rep I Nonexempt	Website - External Career Site	101	22	3
		Internal - Internal Hire	1	1	1
259920BR	Store Associate Nonexempt	Website - External Career Site	64	6	0
		Direct Sourcing - Sourcing Specialist	2	2	1
261041BR	RSC Rep I Nonexempt	Website - External Career Site	92	14	2
		Internet - Indeed	3	3	1
		Internal - Internal Hire	1	1	1
261365BR	Field Technician I Nonexempt	Website - External Career Site	79	2	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
261847BR	Store Greeter Nonexempt	Website - External Career Site	91	4	0
		Direct Sourcing - ATS	1	1	1
262150BR	Asst Mgr, Store Exempt	Website - External Career Site	77	2	0
		Referral - Employee Referral	1	1	1
262150BR	Store Associate Nonexempt	Website - External Career Site	106	6	0
		Direct Sourcing - ATS	3	3	3
Grand Total			2479	311	73