

FCC Unit Address List

FCC Unit	Address	City	State	Postal
13531	15 Clifton County Road	Clifton Park	NY	12065
13531	174 West Avenue	Saratoga Springs	NY	12866
13531	1021 Highbridge Rd	Schenectady	NY	12303
13531	227 Dix Ave	Glens Falls	NY	12801
13531	27 Industrial Dr	Middletown	NY	10941
13531	4848 State Highway 30	Amsterdam	NY	12010
13531	104 Watervliet Ave	Albany	NY	12206
13531	20 Century Hill Dr	Latham	NY	12110
13531	8 Circular St	Saratoga Springs	NY	12866
13531	1279 Route 300	Newburgh	NY	12550
13531	130 Washington Ave Ext	Albany	NY	12203
13531	2778 State Rt 52	Liberty	NY	12754
13531	438 Broadway	Ulster Park	NY	12487
13531	50 Water Plant Rd	Troy	NY	12182
13531	90 Crystal Run Rd	Middletown	NY	10941
13531	2 Industrial Dr	Middletown	NY	10941
13531	15 Industrial Dr	Middletown	NY	10941
13531	177 Canal St	Ellenville	NY	12428
13531	12 Reservoir Sq	Poughkeepsie	NY	12601
13531	142 Schwenk Drive	Kingston	NY	12401
13531	337 New Karner Rd	Albany	NY	12205
13531	131 Colonie Ctr	Albany	NY	12205
13531	2160 Amsterdam Rd	Glenville	NY	12302
13531	740 Hoosick Rd	Troy	NY	12180
13531	68 Bridge St	Plattsburgh	NY	12901

Federal Communications Commission Washington, D.C. 20554 FCC 396-C	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. -

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 # 13531		
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 ALBANY COUNTY, NY		
D. Category of Respondent (check applicable box)		
☐ Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V ☒ Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached		
E. Pay Period Covered by this Report (inclusive dates) 07/01/2018-06/30/2019		
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 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,
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	47 C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	☒ Yes ☐ No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	☒ Yes ☐ No
3.	Do you contact organizations, media, educational institutions, and other potential sources of applicants for referrals whenever job vacancies are available in your organization?	☒ Yes ☐ No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	☒ Yes ☐ No
5.	To the extent possible, do you seek out entrepreneurs in a nondiscriminatory manner and encourage them to conduct business with all parts of your organization?	☒ Yes ☐ No
6.	Do you analyze the results of your efforts to recruit, hire, promote, and use services in a nondiscriminatory manner and use these results to evaluate and improve your EEO program?	☒ Yes ☐ No
7.	Do you define the responsibility of each level of management to ensure a positive application and vigorous enforcement of your policy of equal employment opportunity and maintain a procedure to review and control managerial and supervisory performance?	☒ Yes ☐ No
8.	Do you conduct a continuing program to exclude every form of prejudice or discrimination based upon race, color, religion, national origin, age, or sex from your personnel policies and practices and working conditions?	☒ Yes ☐ No
9.	Do you conduct a continuing review of job structure and employment practices and maintain positive recruitment training, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility?	☒ Yes ☐ No

SECTION IV ADDITIONAL INFORMATION

You may provide as Exhibit C any additional information that you believe might be useful in evaluating your efforts to comply with the Commission's EEO provisions. There is no requirement to provide additional data or information.

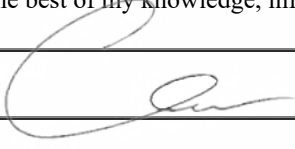
[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

- A. By the individual owning the reporting system if individually owned;
- B. By a partner, if a partnership; or
- C. By an officer, if a corporation or association.

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed 	Title GVP, CHIEF COUNSEL, LABOR, LEGAL & SECURITY
Date 9/18/2019	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 Recruitment Initiatives

CFR § 76.75 (b) (2)

FCC Unit: 13531

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

Capital Job Development Group-SCAP

- March 6, 2019
- Mobile -Cust ops 1021 Highbridge Rd. Schenectady, NY
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Large volume of attendees
- 2 interviews; 1 offer

Dr. Martin Luther King Career Fair

- April 4, 2019
- Mobile -Cust ops 1021 Highbridge Rd. Schenectady, NY
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Large volume of attendees
- 3 interviews; 2 offers

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

Managing Inclusion

Employees at this Charter FCC unit participated in the Managing Inclusion training. Today most managers understand why it is important to manage diversity but too few understand how. The Managing Inclusion seminar provides inclusion tools that enable managers to create the kind of environment in which all employees—regardless of their aspects of diversity—can contribute their best work. Managing Inclusion is a highly interactive one-day seminar. Through individual and team activities, honest self-reflection, discussion, and a series of structured assignments entitled What to Do on Monday®, managers build the skills they need to create more “go-to” levels of performance from all employees and increase engagement and productivity. Assessments and exercises are woven throughout the program to facilitate participants’ direct application of learning to their work environments. An innovative Action Planning exercise concludes the seminar.

FCC Unit Outreach Source List
FCC Unit 13531

FCC Unit#	Agency Name	Address	City	State	Zip Code	Recipient Email	Phone #
13531	St. Albans Resource Center, Vermont Department of Labor	27 Federal Street	St. Albans	VT	05478	danielle.kane@vermont.gov;Danielle Kane	802-865-1306
13531	Burlington Resource Center, Vermont Department of Labor	63 Pearl Street	Burlington	VT	05401	benjamin.gregory@vermont.gov;Benjamin Gregory, brittany.valley@vermont.gov;Brittany Valley, christine.sheldon@vermont.gov;Christine Shelton, danielle.kane@vermont.gov;Danielle Kane, kevin.avery@vermont.gov;Kevin Avery, lloyd.goodrow@vermont.gov;Lloyd Goodrow, sarah.tullos@vermont.gov;Sarah Tullos	802-863-7676
13531	Berkshire Community Action	1531 East Street	Pittsfield	MA	01201	nfoster@bcacinc.org;Nancy Foster	413-445-4503
13531	Berkshire County ARC	395 South Street	Pittsfield	MA	01201	lolin@bcarc.org;null	413-443-1038
13531	MASSACHUSETTS REHABILITATION COMMISSION	6 CLINTON AVE	Pittsfield	MA	01201	peter.white@massmail.state.ma.us;PLACEMENT SPEC	4134992720
13531	We Soldier On	360 West Housatonic Street	Pittsfield	MA	01201		413-236-2912
13531	Advantage Employee Network - Berkshire County Association for Retarded Citizens	20 Taconic Park Drive	Pittsfield	MA	01202	rhawes@bcarc.org;Rick Hawes	413-443-1038
13531	BerkshireWorks - Pittsfield	160 North Street	Pittsfield	MA	01201	dnash@detma.org;David Nash, shambelton@berkshireworks.org;Stephanie Hambelton	413-499-2220
13531	PITTSFIELD COUNCIL ON AGING	330 NORTH ST	Pittsfield	MA	01201	vmarinaro@pittsfieldch.com;VINCENT MARINARO	4134999346
13531	The Bridge to Independence & Career Opportunity	22 Eagle Road	Danbury	CT	06810	tbico1@aol.com;Lou Ann Bloomer	203-743-6695
13531	Ability Beyond	4 Berkshire Blvd.	Bethel	CT	06801	kate.travis@abilitybeyond.org;Kate Travis	888-832-8247
13531	Danbury Networking Group - Danbury Public Library		Fairfield	CT	06810		203-437-3291
13531	Warren County One Stop Career Center	820 State Route 9	Queensbury	NY	12804	anthony.ruggiero@labor.state.ny.us;Anthony Ruggiero, kevin.wells@labor.state.ny.us;Kevin Wells, Kimberly.Haviland@labor.ny.gov;Kimberly Haviland	518-743-0925
13531	Saratoga County One Stop Center	152 West High Street	Ballston Spa	NY	12020	anthony.ruggiero@labor.ny.gov;Anthony Ruggiero, daniel.perkins@labor.ny.gov;Daniel Perkins, kevin.wells@labor.state.ny.us;Kevin Wells, kimberly.haviland@labor.ny.gov;Kimberly Haviland	518-884-4170
13531	L.E.A.P.	383 Broadway	Fort Edward	NY	12828	juliana.carattini@leapservices.org;Juliana Carattini, kevin.wells@labor.state.ny.us;Kevin Wells, mary.jarvis-caro@leapservices.org;Mary Jarvis, megan.laporte@leapservices.org;Megan LaPorte	518-746-2390
13531	Warren County Career Center	333 Glen Street, Suite 300	Glens Falls	NY	12801	anthony.ruggiero@labor.state.ny.us;Anthony Ruggiero, kevin.wells@labor.state.ny.us;Kevin Wells, Kimberly.Haviland@labor.ny.gov;Kimberly Haviland	518-743-0925

13531	Plattsburgh OneWorkSource Center	194 US Oval	Plattsburgh	NY	12903	john.hetfield@labor.state.ny.us:John Hetfield, manny.seck@labor.ny.gov:Manny Seck, melissa.johnston@labor.ny.gov:Melissa Johnston	518-561-0430
13531	HUDSON MOHAWK RECOVERY CENTER INC	16 FIRST ST	Troy	NY	12180	hudsonmohawk16@msn.com:MARY CAOLA	5182723918
13531	CHILDREN & FAMILY SVC	35 TAFT AVE	Albany	NY	12205	john.johnson@ocfs.state.ny.us:JOHN JOHNSON/SUPERVISOR	518-438-8044
13531	ALTAMONT PROGRAM	134 FRANKLIN ST	Albany	NY	12202	judyc@pyhit.org:Judy	518-465-1020
13531	Fulton Montgomery Workforce Career Center in Amsterdam	2620 Riverfront Center	Amsterdam	NY	12010	christopher.larrabee@labor.state.ny.gov:Christopher Larrabee, lhoran@fmsworkforcesolutions.org:Linda Horan, maryh@fmsworkforcesolutions.org:Mary Hill, melissa.johnston@labor.ny.gov:Melissa Johnston, mswart@fmsworkforcesolutions.org:Melissa Swart, nreccio@fmsworkforcesolutions.org:Nancy Reccio, ralph.grugnale@labor.ny.gov:Ralph Grugnale	518-842-3676
13531	ALBANY COMMUNITY ACTION PARTNERSHIP	333 SHERIDAN AVE	Albany	NY	12206	abentley@albanycap.org:ANDREA/JOB POSTINGS	518-463-3175
13531	NEW YORK CIVIL LIBERTIES UNION	90 STATE ST	Albany	NY	12207	mtrimble@nyclu.org:MELANIE TRIMBLE/JOB POSTINGS	518-436-8594
13531	ACCES-VR/Albany District Office	80 Wolf Road	Albany	NY	12205	bbaszczu@mail.nysed.gov:Bryan Baszczuk	518-485-7748
13531	Rensselaer County One Stop Employment Center	1600 7th Avenue, Ned Pattison Office Bldg., 4	Troy	NY	12180	andre@capreg.org:Andre Leppanen, brian@capreg.org:Brian Williams, cori.beck@labor.state.ny.us:Cori Beck, ghulam.razai@labor.ny.gov:Ghulam Razai, marcd@capreg.org:Marc Dikant, rensselaeronestop@capreg.org:null, william@capreg.org:Bill Morrison	518-270-2860
13531	Career Central	175 Central Avenue	Albany	NY	12206	Albany@labor.ny.gov:null, cathy.bucci@labor.ny.gov:Cathy Bucci, william.shay@labor.ny.gov:Bill Shay	
13531	CAPTAIN Community Human Service	543 Saratoga Road	Schenectady	NY	12302	marcia@captaincares.org:Marcia Szablewski	518-399-4624
13531	HOMELESS & TRAVELERS AID SOCIETY	138 CENTRAL AVE	Albany	NY	12206	rgoman@hatas.org:RA CHAEL GOMAN/JOB PROGRAM	518-463-2124
13531	Schenectady County One Stop Employment & Training Center	797 Broadway	Schenectady	NY	12305	jennifer.smitkin@labor.ny.gov:Jennifer Smitkin	518-344-2735
13531	SAGE COLLEGES	140 NEW SCOTLAND AVE	Albany	NY	12208	roberp@sage.edu:CARER SERVICES/PAT ROBERTS	518-292-1793
13531	RESNA Catalyst Project Assistive Technology Entities	161 Delaware Avenue	Delmar	NY	12054		518-549-0200
13531	NEW SCHOOL-RADIO & TELEVISION	7 HARRIMAN CAMPUS	Albany	NY	12206	admin@newschoolalbany.edu:null	518-438-7682
13531	Commission for the Blind & Visually Handicapped	52 Washington Street	Rensselaer	NY	12144	barbara.kellerman@ocfs.ny.gov:Barbara Kellerman, richard.brown@ocfs.state.ny.us:Richard Brown	518-473-7793
13531	Rehabilitation Initiatives, LLC	1721 Central Avenue	Albany	NY	12205	rky4919@gmail.com:Robert Yakatan	518-588-4445
13531	SCHENECTADY INNER CITY MINISTRY	930 ALBANY ST	Schenectady	NY	12307		5183742683
13531	Brain Injury Association	10 Colvin Avenue	Albany	NY	12206	info@bianys.org:Judy Avner	

13531	MERCY HOUSE	12 ST JOSEPHS TER	Albany	NY	12210	seniormercy@yahoo.com:FRANCES FOX	518-434-3531
13531	Protection & Advocacy Systems	725 Broadway	Albany	NY	12207	info@ndrn.org:Curtis Decker	51843212207
13531	Capital Area Peer Services	354 Central Avenue	Albany	NY	12208	laurens@nycaps.org:Laurens Sportman	518-427-5056
13531	National Alliance on Mental Illness	99 Pine Street	Albany	NY	12207	info@naminys.org:Dona Id Capone	518-462-2000
13531	NORTHEAST CAREER PLANNING	339 BROADWAY	Albany	NY	12204	nridner@northeastcareer.org:NANCY RIDER	5184655201
13531	ALBANY BRANCH UNIT #2127	P.O. BOX 2544	Albany	NY	12220	dybj324@yahoo.com:DEBRA BROWN-JOHNSON	51846211246
13531	VILLAGE OF COLONIE	1639 CENTRAL AVE	Albany	NY	12205	sueb@colonievillage.org:SUSAN BREDICE	518-218-1030
13531	Albany County Social Services Department	162 Washington Avenue	Albany	NY	12210	alice.geel@albanycountyny.gov:Alice Geel, debra.schienberg@albanycountyny.gov:Debbi Schienberg	518-447-7649
13531	Capital Region BOCES	1015 Watervliet-Shaker Road	Albany	NY	12205	valerie.kelsey@neric.org:Valerie Kelsey	518-862-4805
13531	RENSSELAER POLYTECHNIC	110 8TH ST	Troy	NY	12180	perrys2@rpi.edu:STEPHANIE PERRY	5182766234
13531	UNITED TENANTS OF ALBANY INC	33 CLINTON AVE	Albany	NY	12207		518-436-8997
13531	NY State Broadcasters Assn (NAB)	1805 Western Avenue	Albany	NY	12203	dnovik@nysbroadcasters.org:Dick Novik	518-456-8888
13531	INTERFAITH PARTNERSHIP-HOMELESS	176 SHERIDAN AVE	Albany	NY	12210	janiner@interfaithpartnership.com:COMMUNITY JOB POSTINGS	518-434-8021
13531	Veterans Employment @ NYS DOL	Building 12 W.A. Harriman Campus	Albany	NY	12240	william.shay@labor.ny.gov:Bill Shay	518-242-8218
13531	Schenectady ARC	214 State Street	Schenectady	NY	12305		518-372-1160
13531	Capital District Women's Employment & Resource Center	175 Central Ave	Albany	NY	12206	madams@cdwerc.org:Marjorie Adams	518-462-7600
13531	Fulton Montgomery Workforce Career Center in Cobleskill	795 East Main St., Suite 4	Cobleskill	NY	12043	maryh@fmsworkforcerecolutions.org:Mary Hill, melissa.johnston@labor.ny.gov:Melissa Johnston, ralph.grugnale@labor.ny.gov:Ralph Grugnale	518-234-4254
13531	Fulton Montgomery Workforce Career Center in Gloversville	43-47 North Main Street	Gloversville	NY	12078	maryh@fmsworkforcerecolutions.org:Mary Hill, melissa.johnston@labor.ny.gov:Melissa Johnston, ralph.grugnale@labor.ny.gov:Ralph Grugnale	518-842-3676
13531	Fulton Montgomery Community College	2805 New York 67	Johnstown	NY	12095	andrea.scribner@fmcc.edu:Andrea Scribner	518-736-3622
13531	CAREERS for People with Disabilities Inc.	102 Gleneida Avenue/Route 52	Carmel	NY	10512	mbehnken@careersfp.org:Mariekena Behnken	845-225-8077
13531	CAREERS for People with Disabilities Inc.	102 Gleneida Avenue/Route 52	Carmel	NY	10512	nbloountcareers@gmail.com:Niree Blount	845-225-8077
13531	Career Network - Reformed Church of Bronxville		Bronxville	NY	10536	info@reformedchurch.org:null	914-232-6572
13531	SOUTHERN DUTCHESS NAACP BRANCH #2132	8 Huber Road	Wappingers Falls	NY	12590	reneebrereton@aol.com:Shirley Brereton	845-838-1796
13531	CAREERS for People with Disabilities Inc.	102 Gleneida Avenue/Route 52	Carmel	NY	10512	dduncan@careersfp.org:Dave Duncan	845-225-8077
13531	Community Center of Northern Westchester	84 Bedford Road	Katonah	NY	10536	cmurray@communitycenternw.org:Clare Murray, cpotash@communitycenternw.org:Celeste Potash, lbrotmann@communitycenternw.org:Lisa Brotmann	914-232-6572
13531	CAREERS for People with Disabilities Inc.	102 Gleneida Avenue/Route 52	Carmel	NY	10512	tdillon@careersfp.org:Toni Dillon	845-225-8077
13531	CAREERS for People with Disabilities Inc.	102 Gleneida Avenue/Route 52	Carmel	NY	10512	ckaatzcareers@gmail.com:Chris Kaatz	845-225-8077
13531	St. Patrick's Church	137 Moseman Rd	Yorktown Heights	NY	10598	stpatryorktown@optonline.net:Annmarie Treanor	914-962-5050
13531	Employment Assistance & Resource Network - Saint Patrick's Church		Yorktown Heights	NY	10598	livesintransition@gmail.com:null	914-967-0842
13531	CAREERS Support Solutions	102 Gleneida Avenue/Route 52	Carmel	NY	10512	careersforpeople@aol.com:Tina Cornish-Lauria	845-225-8077

13531	Dutchess One Stop Career Center	191 Main Street	Poughkeepsie	NY	12601	dennis.higgins@labor.ny.gov:Dennis Higgins, Edward.Himko@labor.ny.gov:Edward Himko, info@dutchessonestop.org:null, Jeanne.lipscomb@labor.ny.gov:Jeanne Lipscomb	845-473-9000
13531	Westchester Networking Organization (WNO) - First Congregational Church of Chappaqua		Chappaqua	NY	10514	wno1635@gmail.com:n ull	914-238-4411
13531	CAREERS for People with Disabilities Inc.	102 Gleneida Avenue/Route 52	Carmel	NY	10512	sshea@careersfp.org:Se rena Shea	845-225-8077
13531	Orange Works Career Center - Middletown	33 Fulton Street	Middletown	NY	10940	mblair@co.orange.ny.us :Marie Blair, mlaperle@co.orange.ny.us:Marge LaPerle, paul.sangalli@labor.ny.gov:Paul Sangalli	845-346-1100
13531	MARIST COLLEGE	40 MATHEWS ST	Goshen	NY	10924	goshen.center@marist.edu:CAREER SERVICES/KAREN WOERDEMA	845-294-6900
13531	Veterans Family Resource Center	1000 Orchard Street	Peekskill	NY	10566	freemc@aol.com:Elizabeth Mccorvey	914-739-0411
13531	Orange Works Career Center - Newburgh	3 Washington Center, The Maple Bldg., 4th Flo	Newburgh	NY	12550	clucinares@co.orange.ny.us:Carmen Lucinares, martha.christensen@labor.ny.gov:Martha Christensen, mblair@co.orange.ny.us:Marie Blair, paul.sangalli@labor.ny.gov:Paul Sangalli	845-568-5090
13531	MIDDLETOWN NAACP BRANCH #2156	12 Roosevelt Ave.	Middletown	NY	10940	c_fisher80@hotmail.com:James Rollins Sr.	845-342-9262
13531	MOUNT SAINT MARY COLLEGE	330 POWELL AVE	Newburgh	NY	12550	nolan@msmc.edu:CAR EER DEV/ELLEN BOURKIS-NOLAN	845-561-3116
13531	Putnam Workforce Partnership	110 Old Route 6 Center	Carmel	NY	10512	37a235@dfa.state.ny.us :null, 37a401@dfa.state.ny.us :Janet Canaday, Edward.Himko@labor.ny.gov:Edward Himko, janet.canaday@dfa.state.ny.us:Janet Canaday, laura.love@labor.ny.gov:Laura Love, marisabel.richman@labor.state.ny.us:Marisabel Richman	845-808-1651
13531	ORANGE COUNTY CMNTY COLLEGE	115 SOUTH ST	Middletown	NY	10940	careers@sunyorange.edu:STUDENT JOB POSTINGS	845-341-4444
13531	CAREERS for People with Disabilities Inc.	102 Gleneida Avenue/Route 52	Carmel	NY	10512	rappleyard@careersfp.org:Rebecca Appleyard	845-225-8077
13531	Ulster Works Career Center	601 Development Court	Kingston	NY	12401	lisa.padilla-gil@labor.ny.gov:Lisa Padillia, oet@co.ulster.ny.us:null , wmcld@co.ulster.ny.us:William McDonough	845-340-3170
13531	Columbia Greene Workforce New York	4400 Route 23, Professional Academic Center	Hudson	NY	12534	decker@sunycgcc.edu:Mark Decker, wiltse@sunycgcc.edu:nu ll	518-828-4181
13531	Sullivan Works One Stop Center	50 North Street	Monticello	NY	12701	alana.mcginnis2@co.sullivan.ny.us:Alana McGinnis, april.rodriguez2@co.sullivan.ny.us:April Rodriguez, laura.quigley@co.sullivan.ny.us:Laura Quigley	845-794-3340
13531	Easter Seals of NJ	133 Main Street	Franklin	NJ	07416	cdionne@nj.easterseals.com:Colleen Dionne	973-827-9066
13531	Rockland County Career Center	1 Perlman Drive	Spring Valley	NY	10977	sheila.davis@labor.ny.gov:Sheila Davis	845-356-6106

FCC Source Evaluation Report

FCC Unit	13531		
Row Labels	Sum of Applications	Sum of Interviews	Sum of Hired
AD:AD	3	3	2
Capital Job Development Group	0	0	0
Capital Job Development Group-SCAP	0	0	0
Careers:Website - TW Careers	2562	262	37
Colleges:Schoools - Colleges	1	1	0
DirectSourcing:Direct Sourcing	26	26	24
FormerEmployee:Former Employee	6	6	6
FormerIntern:Former Intern	2	2	2
INDUSTRYSPEC:Internet - Industry Specific	1	1	1
Internal:Internal	3	3	3
Internet - DirectEmployers	1	0	0
Internet - Indeed	2	0	0
Internet - Jobs2Web	1	1	0
Internet - Monster	1	0	0
Internet:Internet	61	61	43
JOB_BOARD:Internet - Job Boards	26	26	18
OTHER:Other	1	1	1
Post Star Field Technician Print & Digital Adv (Glens Falls, NY)	0	0	0
Profession:Job Fair - Profession	1	1	1
Professional:Referral - Professional	2	2	1
RefCorp:Referral - Corporate	3	3	1
Referral:Referral	32	32	28
REFTWC:Referral - Time Warner Cable	26	26	22
stella	2	0	0
Temporary_Conversion:Conversion - Temporary	1	1	1
TextRecruit:TextRecruit	2	2	1
Times Union Job Fair (Albany, NY)	0	0	0
Website - Internal Opportunities	47	6	4
Website - TimeWarner Careers	4	3	2
Grand Total	2817	469	198

FCC Sourcing Report

FCC Unit	13531				
Requisition ID	Job Title	Source	Sum of Application Count	Sum of IV Count	Sum of Hired Count
213447BR	Producer Exempt				
		Careers:Website - TW Careers	57	5	0
		FormerIntern:Former Intern	2	2	2
		Internal:Internal	1	1	1
		Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	0	1	1
214411BR	Master Control Operator 1 Nonexempt				
		Careers:Website - TW Careers	37	13	0
		DirectSourcing:Direct Sourcing	1	1	1
		Internet - Jobs2Web	1	0	0
		Internet - Monster	1	0	0
		OTHER:Other	1	1	1
		Professional:Referral - Professional	2	2	1
		Website - TimeWarner Careers	2	1	1
215823BR	Producer, Digital Exempt				
		Careers:Website - TW Careers	152	1	0
		DirectSourcing:Direct Sourcing	1	1	1
216110BR	Residential Inbound Sales Rep Nonexempt				
		Careers:Website - TW Careers	201	14	2
		Colleges:Schoools - Colleges	1	1	0
		DirectSourcing:Direct Sourcing	8	8	6
		FormerEmployee:Former Employee	4	4	4
		Internal:Internal	1	1	1
		JOB_BOARD:Internet - Job Boards	3	3	2
		REFTWC:Referral - Time Warner Cable	15	15	14
		Website - Internal Opportunities	2	1	1
216145BR	Technical Director 1 Nonexempt				
		Careers:Website - TW Careers	16	4	2
		Internal:Internal	1	1	1
		Internet - Jobs2Web	0	1	0
		Website - Internal Opportunities	1	0	0
		Website - TimeWarner Careers	0	1	0
216157BR	HR Coordinator Nonexempt				
		Careers:Website - TW Careers	141	9	0
		DirectSourcing:Direct Sourcing	1	1	1
		Website - Internal Opportunities	8	0	0
216609BR	Field Technician I Nonexempt				
		Careers:Website - TW Careers	125	43	2
		Internet:Internet	13	13	8
		JOB_BOARD:Internet - Job Boards	9	9	8
		REFTWC:Referral - Time Warner Cable	8	8	5
		Website - Internal Opportunities	1	0	0
217061BR	VP, Inbound Sales Exempt				
		Careers:Website - TW Careers	29	1	0
		DirectSourcing:Direct Sourcing	1	1	1
		Website - Internal Opportunities	2	0	0
217126BR	News Assistant Nonexempt				
		Careers:Website - TW Careers	94	1	1
		DirectSourcing:Direct Sourcing	1	1	1
217188BR	Producer - Entry Nonexempt				
		Careers:Website - TW Careers	31	2	1
		Website - Internal Opportunities	1	0	0
217249BR	Field Technician I Nonexempt				
		Careers:Website - TW Careers	56	11	1
		JOB_BOARD:Internet - Job Boards	7	7	4
		Website - Internal Opportunities	2	1	0
218179BR	MAE - Government & Education Exempt				
		Careers:Website - TW Careers	26	3	0
		DirectSourcing:Direct Sourcing	1	1	1
		Website - Internal Opportunities	3	0	0
218697BR	Rep 1, Cust Svc Internet/Voice Nonexempt				
		Careers:Website - TW Careers	305	38	18
		Website - Internal Opportunities	2	0	0
218928BR	Producer, Spectrum Reach Exempt				
		Careers:Website - TW Careers	66	4	0
		Internet:Internet	1	1	1
		stella	2	0	0
		Website - Internal Opportunities	2	0	0

219191BR	Residential Inbound Sales Rep Nonexempt			
	Careers:Website - TW Careers	209	8	0
	DirectSourcing:Direct Sourcing	4	4	4
	FormerEmployee:Former Employee	2	2	2
	Internet:Internet	3	3	3
	JOB_BOARD:Internet - Job Boards	1	1	1
	Referral:Referral	16	16	16
	REFTWC:Referral - Time Warner Cable	2	2	2
	Temporary_Conversion:Conversion - Temporary	1	1	1
	TextRecruit:TextRecruit	2	2	1
	Website - Internal Opportunities	3	1	1
220217BR	Rep 1, Cust Svc Internet/Voice Nonexempt			
	AD:AD	2	2	1
	Careers:Website - TW Careers	269	24	6
	Internet:Internet	11	11	7
	Referral:Referral	2	2	2
220219BR	EAM-Enterprise Account Manager Exempt			
	Careers:Website - TW Careers	52	4	0
	DirectSourcing:Direct Sourcing	1	1	1
	Website - Internal Opportunities	2	1	0
220227BR	Field Technician I Nonexempt			
	Careers:Website - TW Careers	53	7	0
	Internet:Internet	2	2	0
	JOB_BOARD:Internet - Job Boards	6	6	3
	REFTWC:Referral - Time Warner Cable	1	1	1
	Website - Internal Opportunities	1	0	0
220238BR	Direct Sales Rep Exempt			
	Careers:Website - TW Careers	9	0	0
	Internet:Internet	1	1	1
	RefCorp:Referral - Corporate	1	1	0
220316BR	Sales Support Coordinator I Nonexempt			
	Careers:Website - TW Careers	39	8	3
	Website - Internal Opportunities	12	0	0
220398BR	Producer Exempt			
	Careers:Website - TW Careers	45	3	0
	DirectSourcing:Direct Sourcing	2	2	2
	Internet - DirectEmployers	1	0	0
	Internet - Indeed	2	0	0
	Referral:Referral	1	1	1
	Website - TimeWarner Careers	2	0	0
220504BR	Field Technician I Nonexempt			
	Careers:Website - TW Careers	23	1	1
	Website - Internal Opportunities	1	1	1
220646BR	Direct Sales Rep Exempt			
	Careers:Website - TW Careers	44	8	0
	INDUSTRYSPEC:Internet - Industry Specific	1	1	1
	Internet:Internet	4	4	2
	Profession:Job Fair - Profession	1	1	1
	RefCorp:Referral - Corporate	2	2	1
	Referral:Referral	1	1	1
	Website - Internal Opportunities	1	1	1
220684BR	Mgr, Sales Strategic Accts Exempt			
	Careers:Website - TW Careers	23	0	0
	DirectSourcing:Direct Sourcing	1	1	1
	Website - Internal Opportunities	1	0	0
221097BR	Intern Nonexempt			
	Careers:Website - TW Careers	25	6	0
	DirectSourcing:Direct Sourcing	2	2	2
221340BR	Account Executive Exempt			
	Careers:Website - TW Careers	18	1	0
	Referral:Referral	1	1	1
	Website - Internal Opportunities	1	0	0
221413BR	Sales Support Coordinator I Nonexempt			
	Careers:Website - TW Careers	117	15	0
	Internet:Internet	4	4	4
	Referral:Referral	2	2	2
221522BR	Producer, Spectrum Reach Exempt			
	Careers:Website - TW Careers	23	0	0
	Internet:Internet	1	1	1
221645BR	Rep 1, Cust Svc Billing Nonexempt			
	AD:AD	1	1	1
	Careers:Website - TW Careers	267	28	0
	DirectSourcing:Direct Sourcing	1	1	1

221645BR	Rep 1, Cust Svc Billing Nonexe Internet:Internet	21	21	16
	Referral:Referral	9	9	5
221707BR	Producer - Int Exempt			
	Careers:Website - TW Careers	10	0	0
	DirectSourcing:Direct Sourcing	1	1	1
226197BR	Rep 1, Cust Svc Billing Nonexempt			
	Capital Job Development Group	0	0	0
234274BR	Field Technician I Nonexempt			
	Post Star Field Technician Print & Digital Adv (Glens Falls, NY)	0	0	0
235333BR	Rep 1, Spectrum Mobile Nonexempt			
	Capital Job Development Group-SCAP	0	0	0
236418BR	Field Technician I Nonexempt			
	Times Union Job Fair (Albany, NY)	0	0	0
Grand Total		2817	469	198