

## FCC Unit Address List

FCC Unit	Address	City	State	Postal
13544	3555 Legacy Drive	Frisco	TX	75034
13544	2630 N Josey Lane-Trinity Valley Shopping Center	Carrollton	TX	75007
13544	717 Hebron Parkway	Lewisville	TX	75057
13544	6136 Frisco Square Blvd	Frisco	TX	75034
13544	3225 Maurine St	Wichita Falls	TX	76306
13544	4520 Stonewall St	Greenville	TX	75401
13544	750 Canyon Dr	Coppell	TX	75019
13544	14079 Senlac Dr	Farmers Branch	TX	75234
13544	1414 Summit Ave	Plano	TX	75074
13544	1565 Chenault St	Dallas	TX	75228
13544	1776 N Greenville Ave	Richardson	TX	75081
13544	3301 West Royal Ln	Irving	TX	75063
13544	934 East Centerville	Garland	TX	75041
13544	2421 Matlock Rd	Arlington	TX	76015
13544	701 Lakeside Parkway	Flower Mound	TX	75028
13544	1515 N Town East Blvd	Mesquite	TX	75150
13544	700 Alma Dr	Plano	TX	75075
13544	701 Canyon Dr	Coppell	TX	75019
13544	13727 Noel Rd	Dallas	TX	75240
13544	1320 S University Dr	Fort Worth	TX	76107
13544	904 N Main St	Cleburne	TX	76031
13544	205 Industrial Blvd	Denton	TX	75801
13544	2430 I-35 South, Ste 180	Denton	TX	76205
13544	4500 W Vickery Blvd	Fort Worth	TX	76107
13544	7600 South Freeway	Fort Worth	TX	76134
13544	777 Harbor Lake Dr	Granbury	TX	76048
13544	235 Ne Loop 820	Hurst	TX	76053
13544	7400 Whitehall St	Richland Hills	TX	76118
13544	8545 Airport Freeway Suite 108	Richland Hills	TX	76180
13544	920 Whitmore Dr	Rockwall	TX	75087
13544	5227 Fm 813	Waxahachie	TX	75165
13544	104 S Tower	Weatherford	TX	76086
13544	6323 Camp Bowie Blvd Stes 157 & 163 Village at Camp Bow	Fort Worth	TX	76116
13544	2837 W 7th Street	Fort Worth	TX	76107
13544	2720 State Highway 121	Euless	TX	76039
13544	1081 E Southlake Blvd	Southlake	TX	76092
13544	2640 N Belt Line Rd	Irving	TX	75062
13544	2217 North Tarrant Parkway	Fort Worth	TX	76148
13544	495 Winscott Road	Benbrook	TX	76126
13544	8060 Park Lane	Dallas	TX	75231
13544	3450 Bainbridge Drive	Dallas	TX	75237
13544	1456 Eastchase Parkway, Suite 115	Fort Worth	TX	76120
13544	3916 Kemp Blvd	Wichita Falls	TX	76308

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

**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:

Emp. Unit ID # 13544

**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  
TARRANT COUNTY, TX

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 [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,
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	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, 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)

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FCC Unit: 13544

#### ***2. Hosting at least one job fair.***

##### **Career Intro Job Fair**

- August 23, 2018
- Radisson Hotel, Irving- TX
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Large volume of attendees
- 15 interviews; 8 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 13544**

FCC Unit#	Agency Name	Address	City	State	Zip Code	Recipient Email	Phone #
13544	Work Services Corporation	3401 Armory Road	Wichita Falls	TX	76302	bhill@workservicescorp.com;Billy Hill	
13544	MIDWESTERN STATE UNIVERSITY	3410 TAFT BLVD	Wichita Falls	TX	76308	dirk.welch@mwsu.edu;DIRK WELCH	9403974972
13544	Workforce Solutions North Texas	4309 Old Jacksboro Hwy., Suite 300	Wichita Falls	TX	76302	danette.craig@tvc.texas.gov;Danette Craig, david.dohme@tvc.texas.gov;David Dohme, kendra.ball@ntxworksolutions.org;Kendra Ball	940-322-1801
13544	Arlington Charities	811 Secretary Drive	Arlington	TX	76015	wefeed@att.net;Melanie Gibson	817-275-1511
13544	Deaf Action Center	3115 Crestview	Dallas	TX	75235	RS3A@dactexas.org;Shawn Frazier	214-521-0407
13544	LIFE PATH SYSTEMS	PO BOX 828	Mc Kinney	TX	75070	pschmidt@lifepathsystems.org;PEGGY SCHMIDT	9727279133
13544	CHRISTIAN COMMUNITY ACTION	200 S MILL ST	Lewisville	TX	75057		9722194369
13544	JEWISH FAMILY SERVICES	5402 ARAPAHO RD	Dallas	TX	75248	aharding@jfsdallas.org;ALLISON HARDING	9724379950
13544	Goodwill Job Resource Center Denton	4401 N. Interstate 35	Denton	TX	76207	pvelez@goodwillfw.org;Patricia Velez	940-999-5432
13544	Workforce Solutions of Greater Dallas Mesquite	2110 N Galloway Ave., Suite 116	Mesquite	TX	75150	rosaland.tippens@rescare.com;Rosaland Tippens	
13544	NORTH LAKE COLLEGE	5001 N MACARTHUR BLVD	Irving	TX	75038	csn7320@dccc.edu;MICHAEL HARRIS	972-273-3140
13544	TEXAS DIV FOR REHABILITATION SERVICES	218 BILLINGS ST	Arlington	TX	76010		9729492400
13544	National Association of Women in Construction	327 S. Adams St.	Fort Worth	TX	76104	autumnd@nawic.org;Autumn Daughetee, nawic@nawic.org;mull	817-877-5551
13544	DARS/Division for the Blind	6500 Greenville Ave	Dallas	TX	75206		2143782689
13544	LIGHTHOUSE FOR THE BLIND	4306 CAPITOL AVE	Dallas	TX	75204	melissa.hildebrand@dallaslighthouse.org;MELISSA HILDEBRAND	2144209405
13544	Workforce Solutions Greater Dallas Town Market Center	3402 N Buckner Blvd	Dallas	TX	75228	curtis.owens@tvc.texas.gov;Curtis Owen, teranunn@rescare.com;null	972-288-2703
13544	Alameda Heights Outreach	2712 Lyola St	Dallas	TX	75241	ahcoc@aol.com;ARTIS DEAN	214-372-4620
13544	DUNCANVILLE OUTREACH	PO BOX 380998	Duncanville	TX	75138	dom202@prodigy.net;A nita Davis/JOB POSTINGS	9722964986
13544	CONCORD CAREER INSTITUTE	600 E Lamar St	Arlington	TX	76011	lbosley@concorde.edu;Latoria S. Bosley	8177922577
13544	The Job Companion	1023 W. Arkansas Lane	Arlington	TX	76013	jobcompanion428@gmail.com;Pardetra Turner	2144340947
13544	Fort Worth Metropolitan Black Chamber of Commerce	1150 S Freeway	Fort Worth	TX	76102	djennings@fwmbcc.org;Devoyd Jennings	817-871-6538
13544	GRAPEVINE RELIEF & COMMUNITY EXCHANGE	610 SHADY BROOK DR	Grapevine	TX	76051	vyarnell@gracegrapevine.org;SHERRY MCKELLAR/JOB POSTINGS	817-488-7009
13544	Workforce Solutions Greater Dallas	217 N 10th Street	Garland	TX	75040	catherine.smith@tvc.texas.gov;Catherine Smith, jennifer.salas@rescare.com;Jennifer Salas, josue.contreras@rescare.com;Josue Contreras, kelly.norris@tvc.texas.gov;Kelly Norris, pam.hardin@tvc.texas.gov;Pam Hardin, PatriciaWashington@rescare.com;Patricia Washington	972-276-8361
13544	THE COMMUNITY ENRICHMENT CTR	6250 NE LOOP 820 North	Richland Hills	TX	76180		817-281-1164
13544	Veteran Coalition of North Central Texas	8737 King George Dr.	Dallas	TX	75235	info@vcnct.org;Megan O'Brien	
13544	Collin College	4800 PRESTON PARK BLVD # A420	Plano	TX	75093	studentjobs@collin.edu;STUDENT JOB POSTINGS	972-985-3790
13544	REACH OF DALLAS RESOURCE CTR	8625 KING GEORGE DR	Dallas	TX	75235	kjohnson@reachcils.org;KEVIN JOHNSON	2146305995

13544	EXPANCO INC	3005 WICHITA CT	Fort Worth	TX	76140	laurie.wheeler@expanco.com:Laurie Dailey Wheeler/Job Postings	817-293-9486
13544	The Opportunity Workforce Center	1610 S Malcolm X Boulevard Suite 201	Dallas	TX	75226	nicole.arrington@rescare.com:Nicole Arrington	469-802-1800
13544	DEVRY UNIVERSITY/CAREER SERVICES	4800 REGENT BLVD.	Irving	TX	75038	ginahodge@rescare.com:Gina Hodge	972-929-9341
13544	Workforce Solutions for North Central Texas	102 S 1st St., Suite C	Rockwall	TX	75087	ethomas@dfwjobs.com:null	972-722-1573
13544	DALLAS CHRISTIAN COLLEGE	2700 CHRISTIAN PKWY	Dallas	TX	75215	community@dallas.edu:MARK STANLEY	972-241-3371
13544	WADE COLLEGE	1950 STEMMONS FREEWAY	Dallas	TX	75207	careerservices@wadecollege.edu:CAREER SERVICES/Patty Martinez	2146588802
13544	Texas Veteran Commission	8701 Bedford Euless Road	Hurst	TX	76053	curtis.chalupa@tvc.texas.gov:Curtis Chalupa, robert.newsom@tvc.texas.gov:Robert Newsom	817-548-5295
13544	Workforce Solutions - Irving	2520 W Irving Blvd, Suite 100	Irving	TX	75061	ginahodge@rescare.com:Gina Hodge	972-573-3500
13544	Workforce Solutions for North Central Texas	1300 Teasley Lane	Denton	TX	76205	bobby.williams@tvc.texas.gov:Bobby Williams, daaron@dfwjobs.com:null, ddavis@dfwjobs.com:Deborah Davis, dennis.aaron@tvc.texas.gov:Dennis Aaron, james.kashka@tvc.texas.gov:James Kashka, psinger@dfwjobs.com:Perry Singer	940-382-6712
13544	CHADD	1340 N White Chapel Blvd #130	Southlake	TX	76092	north-texas@chadd.net:Kari Dossett	817-751-5430
13544	Workforce Solutions for North Central Texas	1701 W. Eldorado Parkway # 250	McKinney	TX	75069	badlakra@dfwjobs.com:null, bobby.williams@tvc.texas.gov:Bobby Williams, tracy.griffard@tvc.texas.gov:Tracy Griffard, workforce@dfwjobs.com:null	972-542-3381
13544	CSN Community - Bible Way Community Baptist Church		Irving	TX	75062		
13544	St. Andrew United Methodist Church - Career Care	5801 W. Plano Parkway	Plano	TX	75093	bbrewer@standrewumc.org:Bill Brewer	972-380-8001
13544	Career Jump Start - First United Methodist Church in Richardson		Richardson	TX	75080	sager1@swbell.net:Bob Sage	
13544	Career Transition Network - MacArthur Boulevard Baptist Church		Irving	TX	75063	careertransitionmbc@gmail.com:Hilanne Myers	
13544	Dallas SER - Jobs for Progress, Inc	100 E Royal Lane	Irving	TX	75039	info@ser-national.org:Ignacio Salazar	469-549-3600
13544	Career-in-Motion - Watermark Community Church		Dallas	TX	75251	info@watermark.org:null	214-361-2275
13544	CareerBridge - Trietsch Memorial United Methodist Church		Flower Mound	TX	75028	linda_mihalick@hotmail.com:Linda Mihalick	972-539-0413
13544	Veterans' Employment and Training Service (VETS) Office of the Regional Administrator	525 S. Griffin Street, Room 858	Dallas	TX	75202	cook.terri@dol.gov:Terri Cook, creel.robert@dol.gov:Robert Creel	
13544	Workforce Solutions Preston at Alpha	5955 Alpha Rd, Suite 200	Dallas	TX	75240	jay.joiner@tvc.texas.gov:Jay Joiner, karita.mayo@rescare.com:Karita Mayo, marcia.barr@tvc.texas.gov:Marcia Barr, rosaland.tippens@rescare.com:Rosaland Tippens	972-234-5391
13544	Brookhaven College Career Dept	3939 Valley View Lane	Farmers Branch	TX	75244	bhcjobs@dcccd.edu:Mary Cunningham, mcunningham@dcccd.edu:Mary Cunningham	972-860-4894
13544	Metrocare Services Career Design & Development Services	1353 N. Westmoreland	Dallas	TX	75211	carrie.parks@metrocare.org:Carrie Parks	
13544	Carrollton Career Focus Group - Prince of Peace Lutheran Church Conference Center		Carrollton	TX	75007	carrolltoncfg@gmail.com:null	972-447-9887
13544	Cedar Valley College Career Center	3030 N. Dallas Avenue	Lancaster	TX	75134	malford@dcccd.edu:Mike Alford	972-860-8146

13544	My Possibilities	3601 Mapleshade Lane	Plano	TX	75075	bmiles@mptx.org:Britni Miles	469-241-9100
13544	Concord Career Unlimited Network - Concord Church		Dallas	TX	75237	ofrance48@yahoo.com:Olivia France	214-331-8522
13544	Citizens Development Center	8800 Ambassador Row	Dallas	TX	75247	ghillman@cdcdallas.org:George Hillman, lcairn@cdcdallas.org:Lisa Cain	214-637-2911
13544	Grace Outreach Center Employment Network - Grace Outreach Center		Plano	TX	75093	vicki.walker@expresspros.com:Vicki Walker	972-985-1112
13544	Workforce Solutions Greater Dallas	7330 S Westmoreland Rd., Ste 200	Dallas	TX	75237	curtis.owens@tvc.texas.gov:Curtis Owen, francisco.garcia@rescare.com:Francisco Garcia, tanya.huling@tvc.texas.gov:Tanya Huling, teranunn@rescare.com:null	
13544	Grand Prairie TX Career Networking Group - First United Methodist Church of Grand Prairie		Grand Prairie	TX	75050	ronblackwell@sbcglobal.net:Ron Blackwell	214-868-6465
13544	Workforce Solutions for North Central Texas	1101 Resource Drive	Plano	TX	75074	badlakra@dfwjobs.com:null, cwaller@dfwjobs.com:null, jcigan@dfwjobs.com:null, kcrain@dfwjobs.com:Kimberly Crain	469-229-0099
13544	WorkForce Solutions	4500 S Lancaster Rd/Bldg 2	Dallas	TX	75216	eric.wright@tvc.texas.gov:Eric Wright	214-857-4212
13544	El Centro College Career Services	801 Main St	Dallas	TX	75235	eccjobs@dcccd.edu:Henry Garcia	214-521-0407
13544	Human Resources Job Net - Wells Fargo Tower		Fort Worth	TX	76185		817-257-7185
13544	Eastfield College Career Center	3737 Motley Drive	Mesquite	TX	75150	sharonmckinney@dcccd.edu:Sharon McKinney	972-860-8310
13544	Job Connection - Lake Pointe Church		Rockwall	TX	75087	bradbischof@yahoo.com:Brad Bischof	469-698-2200
13544	Job Seekers Ministry - Heights Baptist Church of Richardson		Richardson	TX	75080	info@speterfw.org:null	972-238-7243
13544	GREATER DALLAS ASIAN AMERICAN	11171 HARRY HINES BLVD	Dallas	TX	75229	info@gdaacc.com:JOB POSTINGS	972-241-8250
13544	Job and Career Ministry - Hamilton Park UMC		Dallas	TX	75243		972-235-4633
13544	Keller Career Search Network - Keller United Methodist Church		Keller	TX	76248	office@kellerumc.org:Jill Morrison	817-431-1332
13544	WorkForce Solutions for Tarrant County - Resource Connection Workforce Center	1400 Circle Drive	Fort Worth	TX	76119	eddie.steward@workforcesolutions.net:Eddie Steward	817-413-4483
13544	NetWorkers - First United Methodist Church of Hurst		Hurst	TX	76053		817-282-7384
13544	Goodwill Career Services	3020 N. Westmoreland	Dallas	TX	75212	mayyr@goodwilldallas.org:null	214-638-2800
13544	Senior Connection - The Senior Source	3910 Harry Hines Boulevard	Dallas	TX	75219	info@whiteschapelumc.com:null, jkrawczyk@theseniorsource.org:Julie Krawczyk, kmarckmann@theseniorsource.org:Kim Marckmann	214-823-5700
13544	Garland Day Labor Center	2007 Saturn Road	Garland	TX	75041	patriciawashington@rescare.com:Patricia Washington	972-864-1739
13544	Waterview Job Seeker Support Group - Waterview Church of Christ		Richardson	TX	75080		972-238-4700
13544	Workforce Solutions for Tarrant County - Arlington Workforce Center	140 W Mitchell St	Arlington	TX	76010	deborah.tolin@workforcesolutions.net:Deborah Tolin, lisa.galbreath@twc.state.tx.us:Lisa Galbreath, mark.gentry@tvc.texas.gov:Mark Gentry, robin.ranzy@tvc.texas.gov:Robin Ranzy	817-804-2649
13544	Bridges from School to Work	1201 Main St	Dallas	TX	75202	robert.mollard@marriott.com:Rob Mollard	214-658-9820
13544	MOUNTAIN VIEW COLLEGE	4849 W ILLINOIS AVE	Dallas	TX	75203	mvccareers@dcccd.edu:MARKETIA JACKSON/STUDENT JOB POSTINGS	214-860-8677
13544	WorkForce Solutions for Tarrant County - Eastside Workforce Center	4701 E Lancaster St.	Fort Worth	TX	76103	jackie.farris@workforcesolutions.net:Jackie Farris	817-531-7800
13544	Texas WorkForce Solutions for Greater Dallas	801 South State Highway 161	Grand Prairie	TX	75051	feliciarabon@rescare.com:Felicia Arabon, lecan.stanley@twc.state.tx.us:LeAnn Stanley	972-264-5881

13544	TARRANT COUNTY COLLEGE	5901 FITZHUGH AVE	Fort Worth	TX	76119	linda.kelly@tccd.edu:LI NDA KELLY / STUDENT JOB POSTINGS	8175152500
13544	Tx Dept Assistive and Rehab Services	1501 Circle Drive	Fort Worth	TX	76119		
13544	Goodwill Industries of Fort Worth	4005 Campus Drive	Fort Worth	TX	76119	kbstick@goodwillfw.org: Kristen Bostick	817-332-7866
13544	RESOURCE CENTER DALLAS	2701 REAGAN ST	Dallas	TX	75219	cfields@myresourcecenter.org: Cami Fields	214-540-4495
13544	The Salvation Army	1855 E. Lancaster	Fort Worth	TX	76103	katrice.goodman@uss.salvationarmy.org: Katrice Goodman-Madison, tracy.ziza@uss.salvationarmy.org: Tracy Sloan-Ziza	817-344-1800
13544	DALLAS BAPTIST UNIVERSITY	3000 MOUNTAIN CREEK PKWY	Dallas	TX	75201	careerservices@dbu.edu: CAREER CENTER/Student Job Postings	214-333-5556
13544	National Guard Job Connection	397 Armed Forces Drive Bldg#8300	Grand Prairie	TX	75051		
13544	VA North Texas	4500 S. Lancaster Rd	Dallas	TX	75216	michael.sparks1@va.gov: Michael Sparks	
13544	FAMILY GATEWAY INC	711 S ST PAUL ST	Dallas	TX	75201	kkidwell@familygateway.org: Kathy Kidwell	2147416515
13544	Allies in Service	8343 Douglas Ave., Suite #100	Dallas	TX	75225	dwhitley@alliesinservice.org: David Whitley	
13544	Workforce Solutions for North Central Texas - Plano	1101 Resovce Drive	Plano	TX	75075	jcigan@dfwjobs.com: null	
13544	University of Texas at Dallas	800 West Campbell Road	Richardson	TX	75080	jane.shipman@utdallas.edu: Janie Shipman	972-883-2943
13544	Alliance Opportunity Center	2421 Westport Parkway	Fort Worth	TX	76177	janet.benton@workforce solutions.net: Janet Benton, nick.almendarez@work forcesolutions.net: Nick Almendarez	817-548-5270
13544	Creative Achievements	4524 Boat Club Road, #194	Fort Worth	TX	76135	karen@creative- achievements.org: Karen Forbis	
13544	Workforce Solutions for Tarrant County - Northwest Workforce Center	4801 Marine Creek Parkway	Fort Worth	TX	76179	curtis.chalupa@tvc.texas.gov: Curtis Chalupa, julie.warner@workforce solutions.net: Julie Warner	817-626-5262
13544	Deaf Action Center	6001 Westridge Ln	Fort Worth	TX	76116	sheila.grady@dactexas.org: Sheila Grady	214-521-0407
13544	DILLON M SNOWDEN REHAB CONSLNT	PO BOX 11338	Fort Worth	TX	76110	dsnowden2@sbcglobal.net: DILLON M SNOWDEN/JOB POSTINGS	8173364461
13544	Womens Center of Tarrant County		Fort Worth	TX	76110	tmcghie@womenscenter tc.org: Tasha McGhie	817-927-4050
13544	City of Ft. Worth, CAP	4200 S. Frwy La Grand Plaza Suite 2200	Fort Worth	TX	76115	letha.elliott@fortworthtexas.gov: Letha Elliott	817-392-5790
13544	Workforce Solutions for North Central Texas	109 Tejas, Suite 300	Terrell	TX	75160	dwyatt@dfwjobs.com: D anny Wyatt	972-563-7271
13544	SAMNET Career Search Network - Mansfield Public Library		Mansfield	TX	76063	cturner@theseniorsource.org: null	817-473-4391
13544	Cleburne Workforce Center	202 Hyde Park	Cleburne	TX	76033	dchaney@dfwjobs.com: Donnie Chaney, kgalvan@dfwjobs.com: Kathy Galvan	817-641-6201
13544	Workforce Solutions for North Central Texas	1712 W 287 Business	Waxahachie	TX	75165	dwyatt@dfwjobs.com: D anny Wyatt, jedrington@dfwjobs.com: null, splumlee@dfwjobs.com: Susan Plumlee, tvalladares@dfwjobs.com: Taylor Valladares	972-937-8114
13544	Body of Christ Assembly	PO BOX 381877	Cedar Hill	TX	75104	boca9@att.net: Fredrick Eddington	
13544	NORTHWOOD UNIVERSITY	1114 W FM 1382	Cedar Hill	TX	75104	gentchev@northwood.edu: STUDENT JOB POSTINGS	9722911541
13544	WorkForce Solutions of East Texas	903 E Lennon	Emory	TX	75440	doug.shryock@etcog.org: Doug Shryock	903-473-8757
13544	Workforce Solutions for North Central Texas	2500 Stonewall St., Suite 201	Greenville	TX	75401	champton@dfwjobs.com: null, cjones@dfwjobs.com: null, dbarrientos@dfwjobs.com: Daniel Barrientos, phardin@dfwjobs.com: Pam Hardin	903-454-9350



13544	Veterans Center	2500 Stonewall Street, Suite 201	Greenville	TX	75401	pam.hardin@tvc.texas.gov:Pam Hardin	
13544	WorkForce Solutions for the Heart of Texas - Hill County	233 E Elm St	Hillsboro	TX	76645	david.davis@hotworkforce.com:David Davis	254-582-8588
13544	Workforce Solutions for North Central Texas - Corsicana	720 North Beaton Street	Corsicana	TX	75110	ldodson@dfwjobs.com: null, mrichardson@dfwjobs.com:Morgan Richardson	903-874-8276
13544	Workforce Solutions for North Central Texas - Granbury	919 East Hwy 377, Suite 8	Granbury	TX	76048	dcouncil@dfwjobs.com: null	817-573-4282
13544	Workforce Solutions for North Central Texas - Weatherford	126 College Park Drive	Weatherford	TX	76086	james.grisham@tvc.texas.gov:James Grisham, kadeyeye@dfwjobs.com: Kola Adeyeye	817-594-0049

## FCC Source Evaluation Report

FCC Unit		13544		
Row Labels	Sum of Applications	Sum of Interviews	Sum of Hired	
AD:AD	9	9	7	
Career Intro Job Fair	0	0	0	
Careers:Website - TW Careers	7021	686	81	
Contactor:Contractor	1	1	1	
DirectSourcing:Direct Sourcing	45	45	31	
FormerEmployee:Former Employee	11	11	11	
INDUSTRYSPEC:Internet - Industry Specific	2	2	2	
Internal:Internal	3	3	2	
Internet - Jobs2Web	2	2	0	
Internet:Internet	105	105	77	
JOB_BOARD:Internet - Job Boards	83	83	66	
JobFair:Job Fair	5	5	4	
Profession:Job Fair - Profession	5	5	2	
REFAOL:Referral - AOL	1	1	1	
Referral:Referral	68	68	53	
REFTIME:Referral - Time Inc.	3	3	3	
REFTWC:Referral - Time Warner Cable	88	88	73	
stella	2	0	0	
Telecommunication:Ad - Telecommunication	1	1	0	
Television:Ad - Television	5	5	5	
TextRecruit:TextRecruit	3	3	1	
Website - Internal Opportunities	165	50	11	
Website - TimeWarner Careers	2	2	0	
<b>Grand Total</b>	<b>7630</b>	<b>1178</b>	<b>431</b>	

# FCC Sourcing Report

**FCC Unit** 13544

Requisition ID	Job Title	Source	Sum of Application Count	Sum of IV Count	Sum of Hired Count
<b>213165BR</b>	<b>Dir, Sales Strategic Accts Exempt</b>				
		Careers:Website - TW Careers	129	2	0
		Referral:Referral stella	1	1	1
		Website - Internal Opportunities	1	0	0
			8	0	0
<b>215699BR</b>	<b>Rep 1, Cust Svc Billing Nonexempt</b>				
		Careers:Website - TW Careers	827	69	19
		FormerEmployee:Former Employee	1	1	1
		JOB_BOARD:Internet - Job Boards	20	20	17
		REFTIME:Referral - Time Inc.	3	3	3
		REFTWC:Referral - Time Warner Cable	20	20	17
		Television:Ad - Television	3	3	3
		Website - Internal Opportunities	3	1	1
<b>215971BR</b>	<b>HFC Designer I Nonexempt</b>				
		Careers:Website - TW Careers	49	4	0
		DirectSourcing:Direct Sourcing	1	1	1
		FormerEmployee:Former Employee	1	1	1
		Internet:Internet	1	1	1
		JOB_BOARD:Internet - Job Boards	6	6	6
		Website - Internal Opportunities	10	1	0
<b>216314BR</b>	<b>Field Technician I Nonexempt</b>				
		Careers:Website - TW Careers	131	20	2
		JOB_BOARD:Internet - Job Boards	1	1	1
		Referral:Referral	1	1	1
		REFTWC:Referral - Time Warner Cable	5	5	4
		Website - Internal Opportunities	8	4	2
<b>216501BR</b>	<b>Account Planner Exempt</b>				
		Careers:Website - TW Careers	84	3	0
		Internet:Internet	1	1	1
		Website - Internal Opportunities	6	0	0
<b>216778BR</b>	<b>Field Technician I Nonexempt</b>				
		Careers:Website - TW Careers	125	33	3
		JOB_BOARD:Internet - Job Boards	3	3	2
		REFTWC:Referral - Time Warner Cable	4	4	4
		Website - Internal Opportunities	1	1	1
<b>216779BR</b>	<b>Field Technician I Nonexempt</b>				
		Careers:Website - TW Careers	136	18	2
		JOB_BOARD:Internet - Job Boards	5	5	5
		REFTWC:Referral - Time Warner Cable	4	4	2
		Telecommunication:Ad - Telecommunication	1	1	0
		Website - Internal Opportunities	1	0	0
<b>217256BR</b>	<b>Field Technician I Nonexempt</b>				
		Careers:Website - TW Careers	119	19	2
		FormerEmployee:Former Employee	1	1	1
		Internet:Internet	2	2	2
		JOB_BOARD:Internet - Job Boards	1	1	0
		REFTWC:Referral - Time Warner Cable	1	1	1
		Website - Internal Opportunities	2	0	0
<b>217278BR</b>	<b>Account Executive Exempt</b>				
		Careers:Website - TW Careers	25	4	0
		DirectSourcing:Direct Sourcing	2	2	1
		Website - Internal Opportunities	4	3	0
<b>217496BR</b>	<b>Field Technician I Nonexempt</b>				
		Careers:Website - TW Careers	168	14	3
		JOB_BOARD:Internet - Job Boards	3	3	3
		REFTWC:Referral - Time Warner Cable	4	4	1
		Website - Internal Opportunities	4	1	1
<b>217840BR</b>	<b>Rep 1, Cust Svc Billing Nonexempt</b>				
		Careers:Website - TW Careers	820	45	16
		INDUSTRYSPEC:Internet - Industry Specific	1	1	1
		JOB_BOARD:Internet - Job Boards	15	15	11
		REFTWC:Referral - Time Warner Cable	8	8	6
		Television:Ad - Television	2	2	2
		Website - Internal Opportunities	6	1	0
<b>217929BR</b>	<b>Account Executive Exempt</b>				
		Careers:Website - TW Careers	38	3	0
		DirectSourcing:Direct Sourcing	1	1	1
		stella	1	0	0
		Website - Internal Opportunities	8	1	0
<b>218071BR</b>					

218071BR	<b>Dir, Ad Sales Exempt</b>	Careers:Website - TW Careers	64	3	0
		Referral:Referral	1	1	1
		Website - Internal Opportunities	5	4	0
<b>218108BR</b>	<b>Account Executive 2 Exempt</b>	Careers:Website - TW Careers	43	4	0
		FormerEmployee:Former Employee	1	1	1
		REFTWC:Referral - Time Warner Cable	1	1	0
		Website - Internal Opportunities	5	4	1
<b>218166BR</b>	<b>Field Technician I Nonexempt</b>	Careers:Website - TW Careers	177	35	5
		INDUSTRYSPEC:Internet - Industry Specific	1	1	1
		JOB_BOARD:Internet - Job Boards	3	3	3
		REFTWC:Referral - Time Warner Cable	10	10	10
		Website - Internal Opportunities	1	0	0
<b>218219BR</b>	<b>Direct Sales Rep Exempt</b>	Careers:Website - TW Careers	14	5	0
		DirectSourcing:Direct Sourcing	6	6	3
		Profession:Job Fair - Profession	1	1	1
		REFTWC:Referral - Time Warner Cable	2	2	2
<b>218450BR</b>	<b>Field Technician I Nonexempt</b>	Careers:Website - TW Careers	135	34	6
		JOB_BOARD:Internet - Job Boards	5	5	3
		REFTWC:Referral - Time Warner Cable	6	6	5
<b>218542BR</b>	<b>Sup, Customer Service Exempt</b>	Careers:Website - TW Careers	89	1	0
		FormerEmployee:Former Employee	1	1	1
		Internet:Internet	1	1	1
		Website - Internal Opportunities	8	1	1
<b>218883BR</b>	<b>Direct Sales Rep Exempt</b>	Careers:Website - TW Careers	26	6	2
		REFTWC:Referral - Time Warner Cable	1	1	1
<b>219040BR</b>	<b>EAE-Enterprise Account Exec Exempt</b>	Careers:Website - TW Careers	45	2	0
		DirectSourcing:Direct Sourcing	1	1	1
		Website - Internal Opportunities	2	0	0
<b>219042BR</b>	<b>Fiber Technician I Nonexempt</b>	Careers:Website - TW Careers	31	2	0
		Referral:Referral	1	1	1
		Website - Internal Opportunities	17	11	1
<b>219323BR</b>	<b>Traffic Specialist Nonexempt</b>	Careers:Website - TW Careers	53	14	2
		Internet - Jobs2Web	2	2	0
		REFAOL:Referral - AOL	1	1	1
		Website - Internal Opportunities	4	2	1
		Website - TimeWarner Careers	2	2	0
<b>219451BR</b>	<b>Recruiter II Exempt</b>	Careers:Website - TW Careers	82	5	0
		DirectSourcing:Direct Sourcing	1	1	1
		Website - Internal Opportunities	6	0	0
<b>219487BR</b>	<b>Rep 1, Cust Svc Billing Nonexempt</b>	Careers:Website - TW Careers	590	57	13
		FormerEmployee:Former Employee	1	1	1
		Internet:Internet	7	7	7
		JOB_BOARD:Internet - Job Boards	14	14	12
		Referral:Referral	4	4	4
		REFTWC:Referral - Time Warner Cable	8	8	7
		Website - Internal Opportunities	3	2	1
<b>219533BR</b>	<b>EAM-Enterprise Account Manager Exempt</b>	Careers:Website - TW Careers	22	1	0
		DirectSourcing:Direct Sourcing	1	1	1
		Website - Internal Opportunities	2	0	0
<b>219629BR</b>	<b>Sr Data &amp; Reporting Analyst Exempt</b>	Careers:Website - TW Careers	81	7	0
		DirectSourcing:Direct Sourcing	1	1	1
		Website - Internal Opportunities	3	1	0
<b>219701BR</b>	<b>Sr Mgr, Engineering Exempt</b>	Careers:Website - TW Careers	16	1	0
		FormerEmployee:Former Employee	1	1	1
		Website - Internal Opportunities	4	3	0
<b>219723BR</b>	<b>Account Executive Exempt</b>	Careers:Website - TW Careers	15	3	0
		DirectSourcing:Direct Sourcing	2	2	1

219723BR	Account Executive Exempt	Website - Internal Opportunities	3	1	0
<b>219782BR</b>	<b>Direct Sales Rep Exempt</b>				
		AD:AD	1	1	1
		Careers:Website - TW Careers	26	9	3
		FormerEmployee:Former Employee	1	1	1
		Internet:Internet	1	1	1
		JOB_BOARD:Internet - Job Boards	3	3	0
		JobFair:Job Fair	2	2	2
		Profession:Job Fair - Profession	3	3	0
		Referral:Referral	2	2	1
		REFTWC:Referral - Time Warner Cable	5	5	4
<b>219985BR</b>	<b>Account Executive Exempt</b>				
		Careers:Website - TW Careers	33	3	0
		FormerEmployee:Former Employee	1	1	1
		Website - Internal Opportunities	7	1	0
<b>220060BR</b>	<b>EAE-Enterprise Account Exec Exempt</b>				
		Careers:Website - TW Careers	18	2	1
		Website - Internal Opportunities	1	0	0
<b>220075BR</b>	<b>Field Technician I Nonexempt</b>				
		Careers:Website - TW Careers	147	32	2
		Internet:Internet	2	2	1
		JOB_BOARD:Internet - Job Boards	1	1	1
		REFTWC:Referral - Time Warner Cable	2	2	2
		Website - Internal Opportunities	2	0	0
<b>220223BR</b>	<b>Field Technician I Nonexempt</b>				
		Careers:Website - TW Careers	85	19	0
		Internet:Internet	7	7	5
		JOB_BOARD:Internet - Job Boards	2	2	2
		REFTWC:Referral - Time Warner Cable	4	4	4
<b>220224BR</b>	<b>Field Technician I Nonexempt</b>				
		AD:AD	1	1	0
		Careers:Website - TW Careers	96	14	0
		Internet:Internet	3	3	2
		JOB_BOARD:Internet - Job Boards	1	1	0
		Referral:Referral	6	6	5
		Website - Internal Opportunities	1	0	0
<b>220231BR</b>	<b>Network Operations Technician Nonexempt</b>				
		Careers:Website - TW Careers	175	4	0
		Internet:Internet	1	1	1
		Website - Internal Opportunities	8	1	0
<b>220235BR</b>	<b>Multi-Tenant Sales Rep Exempt</b>				
		Careers:Website - TW Careers	19	11	0
		DirectSourcing:Direct Sourcing	1	1	0
		Internal:Internal	1	1	0
		Internet:Internet	1	1	1
<b>220311BR</b>	<b>Multi-Tenant Sales Rep Exempt</b>				
		Careers:Website - TW Careers	38	12	0
		DirectSourcing:Direct Sourcing	8	8	4
<b>220330BR</b>	<b>RSC Rep I Nonexempt</b>				
		Careers:Website - TW Careers	121	10	0
		Internet:Internet	1	1	1
		Website - Internal Opportunities	1	0	0
<b>220373BR</b>	<b>Direct Sales Rep Exempt</b>				
		Careers:Website - TW Careers	33	12	0
		DirectSourcing:Direct Sourcing	5	5	3
		Internet:Internet	1	1	0
		JobFair:Job Fair	2	2	2
		Profession:Job Fair - Profession	1	1	1
		Referral:Referral	7	7	6
		REFTWC:Referral - Time Warner Cable	2	2	2
		TextRecruit:TextRecruit	1	1	1
<b>220509BR</b>	<b>Field Technician I Nonexempt</b>				
		AD:AD	2	2	1
		Careers:Website - TW Careers	115	12	0
		Internet:Internet	5	5	5
		JobFair:Job Fair	1	1	0
		Referral:Referral	8	8	6
		REFTWC:Referral - Time Warner Cable	1	1	1
<b>220586BR</b>	<b>RSC Rep I Nonexempt</b>				
		Careers:Website - TW Careers	158	4	0
		FormerEmployee:Former Employee	1	1	1
		Internal:Internal	1	1	1
		Internet:Internet	11	11	5
		Referral:Referral	3	3	1
		Website - Internal Opportunities	4	3	0

<b>220964BR</b>	<b>Rep 1, Cust Svc Billing Nonexempt</b>			
	AD:AD	3	3	3
	Careers:Website - TW Careers	952	67	0
	DirectSourcing:Direct Sourcing	4	4	3
	FormerEmployee:Former Employee	1	1	1
	Internal:Internal	1	1	1
	Internet:Internet	42	42	26
	Referral:Referral	14	14	9
	Website - Internal Opportunities	1	0	0
<b>220988BR</b>	<b>HFC Designer III Nonexempt</b>			
	Careers:Website - TW Careers	8	0	0
	Referral:Referral	1	1	1
	Website - Internal Opportunities	1	1	0
<b>220999BR</b>	<b>Field Technician I Nonexempt</b>			
	Careers:Website - TW Careers	32	3	0
	Internet:Internet	1	1	1
<b>221129BR</b>	<b>Maintenance Technician I Nonexempt</b>			
	Careers:Website - TW Careers	11	0	0
	Website - Internal Opportunities	12	2	1
<b>221183BR</b>	<b>Field Technician I Nonexempt</b>			
	AD:AD	2	2	2
	Careers:Website - TW Careers	165	24	0
	Internet:Internet	7	7	6
	Referral:Referral	8	8	7
<b>221198BR</b>	<b>Field Technician I Nonexempt</b>			
	Careers:Website - TW Careers	68	9	0
	Internet:Internet	5	5	5
	Referral:Referral	6	6	6
<b>221367BR</b>	<b>Direct Sales Rep Exempt</b>			
	Careers:Website - TW Careers	6	2	0
	DirectSourcing:Direct Sourcing	1	1	1
	TextRecruit:TextRecruit	1	1	0
<b>221404BR</b>	<b>Direct Sales Rep Exempt</b>			
	Careers:Website - TW Careers	17	4	0
	DirectSourcing:Direct Sourcing	3	3	3
	Referral:Referral	1	1	0
	TextRecruit:TextRecruit	1	1	0
<b>221599BR</b>	<b>Store Associate Nonexempt</b>			
	Careers:Website - TW Careers	55	4	0
	DirectSourcing:Direct Sourcing	1	1	1
	Internet:Internet	1	1	1
<b>221625BR</b>	<b>Store Associate Nonexempt</b>			
	Careers:Website - TW Careers	57	1	0
	Referral:Referral	1	1	1
<b>221626BR</b>	<b>Store Associate Nonexempt</b>			
	Careers:Website - TW Careers	88	2	0
	Internet:Internet	1	1	1
<b>221640BR</b>	<b>Mgr, Sales Strategic Accts Exempt</b>			
	Careers:Website - TW Careers	78	2	0
	DirectSourcing:Direct Sourcing	1	1	1
	Website - Internal Opportunities	2	0	0
<b>221706BR</b>	<b>Recruiter II Exempt</b>			
	Careers:Website - TW Careers	92	0	0
	Contact:Contractor	1	1	1
	Website - Internal Opportunities	1	0	0
<b>221733BR</b>	<b>Account Executive Exempt</b>			
	Careers:Website - TW Careers	9	1	0
	DirectSourcing:Direct Sourcing	1	1	1
<b>221807BR</b>	<b>HFC Designer I Nonexempt</b>			
	Careers:Website - TW Careers	40	1	0
	Internet:Internet	3	3	3
<b>221817BR</b>	<b>EAR1-Enterprise Account Rep 1 Exempt</b>			
	Careers:Website - TW Careers	46	2	0
	Referral:Referral	1	1	1
<b>221819BR</b>	<b>EAE-Enterprise Account Exec Exempt</b>			
	Careers:Website - TW Careers	29	3	0
	DirectSourcing:Direct Sourcing	1	1	1
<b>221820BR</b>	<b>EAM-Enterprise Account Manager Exempt</b>			
	Careers:Website - TW Careers	30	2	0
	DirectSourcing:Direct Sourcing	1	1	1

<b>221869BR</b>	<b>EAE-Enterprise Account Exec Exempt</b>			
	Careers:Website - TW Careers	23	0	0
	DirectSourcing:Direct Sourcing	1	1	0
	Referral:Referral	2	2	1
<b>221870BR</b>	<b>EAM-Enterprise Account Manager Exempt</b>			
	Careers:Website - TW Careers	17	1	0
	DirectSourcing:Direct Sourcing	1	1	1
<b>223076BR</b>	<b>Rep 1, Cust Svc Billing Nonexempt</b>			
	Career Intro Job Fair	0	0	0
<b>224910BR</b>	<b>Rep 1, Cust Svc Billing Nonexempt</b>			
	Career Intro Job Fair	0	0	0
<b>Grand Total</b>		<b>7630</b>	<b>1178</b>	<b>431</b>