

2022 FCC Unit Structure

FCC Unit: 13555 Western Florida

Address	City	State	Zip
10357 SE Highway 441/27	Belleview	FL	34420
240 Highway 97	Cantonment	FL	32533
94 Walton Road	Defuniak Springs	FL	32433
336 E. College Ave	Tallahassee	FL	32310



EEO Form 396-C

File No.: CB20002084

Filing Status: **Ready for Review**

13555

[Amend](#)[Print](#)

Reference
Copy
OMB Control
No. 3060-1033

General Information

FCC Registration Number (FRN)

0028917441

Filing Year

2022

Employment Unit ID (EUID)

13555

Section I - Identifying Information

Has the identifying information associated with this EUID changed?

No

Operator Legal Name

TIME WARNER CABLE

Operator Address 1

7800 Crescent Executive Dr

Operator City

CHARLOTTE

Operator state

NC

Operator Zip Code

28217

State of Employment Office

FL

County of Employment Office

Pinellas

Application Purpose

New Program Report

Supplemental Investigation Sheet (SIS) Required

false

Category of Respondent

Six (6) or more full-time employees during the selected reporting period

Reporting Period Start Date

2021-07-01

Reporting Period End Date

2022-06-30

Section II - Community Information

Section III - EEO Policy and Program Requirements

Complied with outreach provisions

Yes

Disseminated widely EEO Program

Yes

Contacted multiple sources of applicants

Yes

Offered promotions in nondiscriminatory manner

Yes

Sought out entrepreneurs in a nondiscriminatory manner

Yes

Analyzed the results of efforts to recruit hire promote and use services

Yes

Defined responsibility of management

Yes

Conducted continuing program to exclude prejudice

Yes

Conducted continuing review of job structure

Yes

Section IV - Additional Information

FCC FORM 396-C -- Supplemental Investigation Sheet PART I - PART I - Employee Job Descriptions

PART II - Inquiries Concerning EEO Program and Practices

PART III - EEO Public File Report

Exhibits

Certifications

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

Certifier Information

Certifying Official Name and Signature

Kevin Smith

Certifying Official Title

GVP, Labor & Employee Relations

Certifying Official Phone

(203) 705-4832

Certifying Official Email

KevinMark.Smith@charter.com

Certifying Date Signed

2022-09-29

2021-2022 Recruitment Initiatives

FCC Unit: 13555 Western Florida

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

State Senator Janet Cruz's 2021 Job Fair

- July 28, 2021
- Higgins Hall, Tampa, FL
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 150 attendees

Tampa Bay Job & Career Fair

- September 13, 2021
- The Coliseum, St. Petersburg, FL
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Greater than 250 attendees

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

Workplace Expectations: Equal Employment Opportunity Requirements for Leaders and Human Resources

Are you a Leader involved in hiring or promotion decisions? Or, are you a Human Resources professional responsible for addressing Equal Employment Opportunity (EEO) requirements? By welcoming and leveraging differences, we all help build a stronger Charter. Your expertise with Charter's EEO Policy and your adherence to Federal requirements ensures all qualified individuals have equal opportunities in employment at Charter. This course will help you identify federal EEO requirements. In addition, you will learn about affirmative action plans and the role you play in applying Charter's EEO Policy relative to these topics. This required course is assigned at new hire and reassigned annually for Leaders and Human Resources employees.

2022 FCC Outreach Sources

FCC Unit: 13555 Western Florida

Community Organization Recipient	Recipient Name	Recipient Email(s)	Organization Street Address	Organization City	Organization State	Organization Zip	Organization Phone
Agency for Persons with Disabilities - Gainesville	Jennifer Valenzuela	jennifer.valenzuela@apdcare.org	1621 Northeast Waldo Road	Gainesville	FL	32609	352-955-6061
Career Central Hernando	James Flaherty	jflaherty@careersourcepascohermand	7361 Forest Oaks Boulevard	Spring Hill	FL	34606	352-200-3022
Career Central Hernando	James Mascaro	jflaherty@careersourcepascohermand	7361 Forest Oaks Boulevard	Spring Hill	FL	34606	352-200-3022
CareerSource Citrus Levy Marion	Catherine Galica	joborder@careersourceclm.com	2703 Northeast 14th Street	Ocala	FL	34470	352-840-5700
CareerSource Citrus Levy Marion	M Barrington	joborder@careersourceclm.com	2703 Northeast 14th Street	Ocala	FL	34470	352-840-5700
CareerSource North Central Florida	E Hamilton	ehamilton@careersourcecfl.com	4800 Sw 13th St	Gainesville	FL	32608-3908	352-244-5102
CareerSource Okaloosa Walton	Priscilla Mclemore	pmclemore@careersourcecow.com	409 Racetrack Rd Ne	Fort Walton Beach	FL	32547-2503	850-833-7587
CareerSource Okaloosa Walton	Terry Cowan	pmclemore@careersourcecow.com	409 Racetrack Road Northeast	Fort Walton Beach	FL	32547-2503	850-833-7587
Center for Independent Living in Central Florida	Eliezer Agosto	eagosto@clorlando.org	720 North Denning Drive	Winter Park	FL	32789	407-623-1070
Center For Independent Living of Northwest Florida	Danny Boxson	danielb@cil-drc.org	3600 N Pace Blvd	Pensacola	FL	32505-4240	850-595-5566
Division of Vocational Rehabilitation-Area 4	Emily Page	emily.page@vvr.fl DOE.org	1313 N Tampa St	Tampa	FL	33602-3327	813-233-3600
Division of Vocational Rehabilitation-Marion County	Peter Shepis	peter.shepis@vvr.fl DOE.org	1601 Ne 25th Ave	Ocala	FL	34470-8800	352-732-1290
Dress for Success SW Florida	General Contact	swflorida@dressforsuccess.org	12995 S Cleveland Ave	Fort Myers	FL	33907-3890	239-574-3372
Employer Partnership of the Armed Forces - Orlando	Rachel Foster	Rachel.A.Foster.ctr@mail.mil	9500 Armed Forces Reserve Driv	Orlando	FL	32827	404-313-2526
Employment Connection - St. Louis	Karla Humphrey	humphreyk@employmentstl.org	2838 Market Street	St. Louis	MO	63103	314-333-5627
Florida Center for the Blind and Visually Impaired	Robin Whitely	admin@fbblind.org	7634 Sw 60th Ave	Ocala	FL	34476-6402	352-873-4700
Gainesville Vet Center	Ingrid Rincon	ingrid.rincon@va.gov	105 Northwest 75th Street	Gainesville	FL	32607	352-331-1408
Incys - Power4Vets	David Miranda	david.miranda@incysys.com	3380 146th Place Southeast	Bellevue	WA	98007	425-732-2377
International Association of Women - Ocala Chapter	Kathleen Bogolin	kbogolin@theflb.com	2015 Southwest 17th Street	Ocala	FL	34471	847-340-9487
Lake County Veterans Services	General Contact	veteraninfo@lakecountyfl.gov	1300 S Duncan Dr	Tavares	FL	32778-4223	352-742-6585
Lake/Sumter WORKFORCE CENTRAL FLORIDA	Jsanchez	jsanchez@careersourcecfc.com	1415 S 14th St Ste 100	Leesburg	FL	34748-6686	352-360-6280
Lake/Sumter WORKFORCE CENTRAL FLORIDA	Wit Livingston	jsanchez@careersourcecfc.com	1415 S 14th St Ste 100	Leesburg	FL	34748-6686	352-360-6280
Marion County Veterans Helping Veterans, Inc.	Jeffrey Askew	jeffrey.askew@marioncountyfl.org	1515 East Silver Springs Bouleva	Ocala	FL	34470	352-401-9788
MERS Goodwill	Marisa Hiatt	mhiatt@mersgoodwill.org	1 Westbury Drive	Saint Charles	MO	63301	636-946-7551
MERS Missouri Goodwill Industries	James Elliott	jelliott@mersgoodwill.org	1727 Locust Street	St. Louis	MO	63103	314-982-8812
National AMVETS Riders - Chapter 35	Duan Byrd	dmbryd@cox.net	105 John King Rd	Crestview	FL	32539-8307	850-240-4030
Schiller International University	Gloria Moranski	gmoranski@schiller.edu	300 East Bay Dr	Largo	FL	33770-3716	727-735-5082
Southwestern Illinois College	Darlene Beisiegel	darlene.beisiegel@swic.edu	2500 Carlyle Ave	Granite City	IL	62040	618-235-2700
St. Patrick Center	Sue Haverman	shaverman@stpatrickcenter.org	802 North Tucker Boulevard	St. Louis	MO	63101	314-802-0991
Veterans Affairs - Montgomery Regional Office	General Contact	vre.vbamgy@va.gov	345 Perry Hill Road	Montgomery	AL	36109	800-827-1000
Walton County Veterans Services	Mark Kelley	kemark@co.walton.fl.us	63 Bo Pete Manor Rd	Defuniak Springs	FL	32435-2943	850-892-8140
Wounded Warrior Project	Jamie Robinson	jlarivee@woundedwarriorproject.org	4899 Belfort Road	Jacksonville	FL	30326-1085	904-451-8200

2022 FCC Source Evaluation Report

FCC Unit: 13555 Western Florida

Source	Applicant Count	Interview Count	Hire Count
Internet - Google	2	2	2
Referral - Employee Referral	1	1	0
Website - External Career Site	385	39	13
Total	388	42	15

2022 FCC Source Report

FCC Unit: 13555 Western Florida

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
286051BR	Field Technician II	Website - External Career Site	82	9	2
290098BR	Field Technician II	Website - External Career Site	82	9	3
294103BR	Field Technician II	Internet - Google	1	1	1
294103BR	Field Technician II	Website - External Career Site	52	6	1
295884BR	Field Technician II	Internet - Google	1	1	1
295884BR	Field Technician II	Referral - Employee Referral	1	1	0
295884BR	Field Technician II	Website - External Career Site	6	1	0
301263BR	Field Technician II	Website - External Career Site	115	9	4
308540BR	Field Technician II	Website - External Career Site	48	5	3