

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 - 20090928AGQ

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
 TIME WARNER CABLE

MSO Name:
 TIME WARNER CABLE

B. Employment Unit's Mailing Address
 7910 CRESCENT EXECUTIVE DRIVE

City CHARLOTTE	State NC	Zip Code 28217-
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Emp. Unit ID # HQ451

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
 FRANKLIN, OH

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) 07/01/2009-07/14/2009

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 [Exhibit 1] 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	<input checked="" type="radio"/> Yes <input type="radio"/> No

	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 <i>Marsha Conaway</i>	Title RVP, HR
Date <i>Sept 14, 2009</i>	Name of Respondent MARSHA CONAWAY
Telephone No. (include area code) 7047313000	

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

2009 Recruitment Initiatives

CFR § 76.75 (b) (2)

Time Warner Cable – Columbus, Ohio

FCC Unit – HQ451

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

Time Warner Cable, MW Region, FCC unit number HQ451 attended the 2009 Community and Bilingual Professional Career Expo on May 6, 2009. The event took place at Huntington Ball Park, 330 Huntington Park Lane Columbus, Ohio 43215. In attendance were two Human Resources Generalist, Human Resources Assistance and Technical Operations Director. Over 300 candidates attended the event and spoke to perspective candidates regarding Time Warner Cable positions. A total of 4 candidates were called back in for interviews but no hires occurred.

Time Warner Cable, MW Region, unit HQ451 attended Columbus Urban League Job Fair on March 11, 2009. The event took place at the Columbus Urban League 788 Mount Vernon Avenue Columbus, Ohio 43203. In attendance were two Human Resources Generalists. Around 400 candidates attended the event and received information about Time Warner Cable positions. No candidates were interviewed or hired from this event.

2. ***Establishment of mentoring programs for unit personnel.***

Time Warner Cable MW Region, FCC unit number HQ451 established the Mentor Program through the work of the MW Region Diversity and Inclusion Council to encourage participants to achieve career success in today's constantly changing, complex work environment. The Mentor Program also provides a vehicle through which the promotion of females and minorities are encouraged. The mentoring program offers committed, top-level industry executives to serve as mentors. In these one-on-one relationships, mentors provide support, guidance, and career advice. The mentoring process is one in which a mentor and a mentee embark upon a journey of reflection, discovery, sharing of ideas, and skills development in support of the mentee's professional growth. The mentoring relationship involves free, earnest, and frank collaboration in an atmosphere of confidentiality and mutual respect. Mentoring is a way of turning dedicated professionals into leaders and this program ensures top-performing female and minority employees are included in the process. The Columbus location has a total of 15 participants with the following job titles, Customer Service Manager, Marketing Manager, Technical Operations Supervisor, Region Vice President Communications, Region Vice President Customer Care, Lead Dispatcher, Commercial Sales Coordinator, Customer Care Trainer, Business Class

Account Manager, Lead Investigator, Public Affairs Director, IT/IS Director, Regional Vice President Human Resources, Vice President Technical Operations and Customer Care Director. The Region Vice President of Human Resources led the effort for this program to be implemented in May, 2009.

Name	Company Name	Telephone	Email	Address Line 1	Address Line	City	State	ZIP Code
Education								
Anderson, Eric	Capital University	(614) 236-6606	eanderso@capital.edu	1 College and main		Columbus	Ohio	43209-2394
Cathy Wahl	Hispanic Business Student Association	(305) 873-6951	wahl.48@osu.edu	2105 Neil Ave.		Columbus	Ohio	43210
Dave Fogg	Derry University	(800) 426-2208 Ext. 1632	dfogg@dery.edu	1350 Alum Creek Drive		Columbus	Ohio	43209
Evan Cummins	Out In Business	(513) 238-4088	cummins.67@osu.edu	2107 Neil Ave.		Columbus	Ohio	43210
Hilli, Aaron	OSU-Fisher Minority Services	(614) 292-9539	hill.866@osu.edu	2100 Neil Ave.		Columbus	Ohio	43210
Jenna Thomas	National Association of Black Accountants	(419) 280-8245	thomas.1614@osu.edu	2106 Neil Ave.		Columbus	Ohio	43210
Jamoni Guan	Asia Business Student Association	(614) 904-8996	guan.198@osu.edu	2102 Neil Ave.		Columbus	Ohio	43210
Justin Hutchings	Black MBA Association	(614) 778-1699	hutching.7@cb.osu.edu	2103 Neil Ave.		Columbus	Ohio	43210
Keena Mam	Derry University	(800) 426-2208 Ext. 1601	kmam@dery.edu	1351 Alum Creek Drive		Columbus	Ohio	43210
Melissa Marsh	Council of Black Students in Administration	(301) 873-6951	marsh.2055@osu.edu	2104 Neil Ave.		Columbus	Ohio	43210
Okator, Nikki	OSU-Fisher Minority Services (Undergraduate)	(614) 292-9540	okator.2212@osu.edu	2101 Neil Ave.		Columbus	Ohio	43210
Reidolf, Nikki	Office of Minority Affairs	(614) 292-8236		190 N. Oval Mall		Columbus	Ohio	43210
Sessaly, Crystal	Teach Tec Institute of High Learning	(614) 857-1811	csesstet@teachtec.com	899 E. Broad St.	Suite 450	Columbus	Ohio	43205
Swisher, Gary	Ohio Dominican University	(614) 251-4734	careercenter@ohiodominican.edu	1216 Sunbury Road		Columbus	Ohio	43219
	Alcoché Career Assistance Center	(614) 287-5279	http://cs.alcoche.com/Employer_info_request.htm	550 East Spring Street		Columbus	Ohio	43215
	Eastland/Fairfield Career Center	(614) 836-4530	dpoulisnell@efccs.us	4300 Amelganated Pl		Groveport	Ohio	43215-9236
Nicole Burton	ITT Technical Institute	(614) 771-4888	nburton@itit.tech.edu	3781 Park Mill Run Drive		Hilliard	Ohio	43029
	OSU-Career Services (Fisher)	(614) 292-8024	Fisher Connect	2108 Neil Ave.		Columbus	Ohio	43210
Media								
Greg Miranda	Radio One	(614) 487-1444	gmiranda@radio-one.com	1500 W. 3rd Ave.		Columbus	Ohio	43212
Michael Pete	Columbus Call & Post Newspaper	(614) 224-6723	cbnews@aol.com	172 East State St.		Columbus	Ohio	43215
Community								
Kalu, Dr. Cornfort	Nigerian Women's Network Support		ntnwg@netngg.org		Suite H4	Columbus	Ohio	43224
Lyle-Brown, Terriëe	Columbus Urban League, Inc	(614) 257-6516	turne@cua.org	788 Mt Vernon Avenue		Columbus	Ohio	43203
NAACP (Columbus)	NAACP (Columbus)	(614) 221-5718		233 South High Street		Columbus	Ohio	43215
Sanders, Cassandra	InRoads, Inc.	(216) 623-1010	https://www.inroads.org/clients/clientRegistrationForm.jsp	1360 W. 9th Street	Suite 330	Cleveland	Ohio	44113
Warsame, Maran	Somali Women & Children's Alliance	(614) 287-2222	marwanwarsame@msan.com	2210 Wersse Rd.		Columbus	Ohio	43224
	Asian-American Community Services	(614) 220-4023		4100 N. High Street		Columbus	Ohio	43214
	Native American	(614) 443-6120	peacewrk@stbcglobal.net	67 East Innis Avenue		Columbus	Ohio	43207
	Native American Indian Center of Central Ohio	(614) 443-6120		PO Box 07705		Columbus	Ohio	43207
	Ohio Business Leaders Network			PO Box 07705		Columbus	Ohio	43207
	The Ohio Department of Job and Family Services	(614) 752-3091	Workforce@fs.ohio.gov	400 East Campus View Blvd		Columbus	Ohio	43219
	Veterans Affairs	(614) 469-2251		300 E. Broad Street, 32nd Floor		Columbus	Ohio	43215
	Veterans Service Commission	(614) 482-2500		Room 309		Columbus	Ohio	43215
	Governor's Office of Veterans Affairs	(614) 644-0898	vaffairs@governor.ohio.gov	1 E. Main St.		Logan	Ohio	43138
	Jewish Family Services	(614) 231-1890	iesjey@jfs-columbus.org	77 South High Street		Columbus	Ohio	43215
				1070 College Avenue		Columbus	Ohio	43209

Report ID: TWHR83N
 FCC Source Evaluation Report
 FCC Unit: HQ451 - Midwest Regional
 County: Franklin
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

PeopleSoft

FCC SOURCE EVALUATION REPORT
 Page No. 1
 Run Date 09/14/2009
 Run Time 09:42:54

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Ad - Time Warner Cable Careers Channel	1	1	1
Contingency Agency - General	3	3	3
Contingency Agency - Robert Half Int'l	4	4	4
Contractor - Conversion	1	1	1
Direct Sourcing - Executive Search	4	4	4
Direct Sourcing - Recruiter Networking	8	5	1
Internet - Career Builders	7	2	2
Internet - DiversityInc.com	1	0	0
Internet - Indeed	6	0	0
Internet - LinkedIn	1	0	0
Internet - Monster	13	5	2
Referral - TW Cable Employee Referral	2	1	1
Website - TWC Divesture 2009	1	1	0
Website - TimeWarner Careers	143	44	6
HQ451 Totals	195	71	24

PeopleSoft
FCC SOURCING REPORT

Report ID: TWHR83N
FCC Sourcing Report
FCC Unit: HQ451 - Midwest Regional
County: Franklin
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
103326BR	Sr Accountant	Contingency Agency - Robert Half Int'l	1	1
		Total	1	1
103328BR	Asst. Accounts Payable	Contingency Agency - General	1	1
		Total	1	1
103489BR	Director, Human Rscs	Internet - Career Builders	1	1
		Total	1	1
103490BR	Director, Human Rscs	Website - TimeWarner Careers	1	1
		Internet - Monster	2	0
		Total	3	1
105338BR	Administrator, Accounting	Contingency Agency - Robert Half Int'l	1	1
		Total	1	1
105655BR	Mgr, Accounting	Contingency Agency - General	1	1
		Website - TimeWarner Careers	1	0
		Total	2	1
105657BR	Sr Accountant	Contingency Agency - Robert Half Int'l	1	1
		Website - TimeWarner Careers	2	0
		Total	3	1
105659BR	Staff Accountant 2	Contingency Agency - Robert Half Int'l	1	1
		Website - TimeWarner Careers	3	0
		Total	4	1
107812BR	Vice President, Info Tech	Direct Sourcing - Recruiter Networking	1	0
		Direct Sourcing - Executive Search	1	1
		Total	2	1
108797BR	Vice President, Commercial Ops	Website - TimeWarner Careers	1	0
		Direct Sourcing - Recruiter Networking	2	0
		Direct Sourcing - Executive Search	2	1
		Total	5	1
109569BR	Staff Accountant 2	Website - TimeWarner Careers	3	2
		Direct Sourcing - Recruiter Networking	1	0
		Total	4	2
110100BR	Vice President, Commercial Ops	Website - TimeWarner Careers	5	0
		Website - TWC Divesiture 2009	1	0
		Direct Sourcing - Executive Search	1	1
		Total	7	1

PeopleSoft
 FCC SOURCING REPORT

Report ID: TW1HR83N
 FCC Sourcing Report
 FCC Unit: HQ451 - Midwest Regional
 County: Franklin
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
110119BR	Mgr, Collections	Internet - Monster	1	0
		Contingency Agency - General	1	1
		Total	2	1
110244BR	Director, Commercial Svcs	Website - TimeWarner Careers	2	0
		Referral - TW Cable Employee Referral	1	1
		Total	3	1
110699BR	Sr Analyst, Finance	Website - TimeWarner Careers	3	1
		Total	3	1
113240BR	Engineer 2, Network	Website - TimeWarner Careers	1	0
		Contractor - Conversion	1	1
		Total	2	1
105878BR	Tech 1, NOC	Internet - Career Builders	1	1
		Website - TimeWarner Careers	3	1
		Total	4	2
105886BR	Tech 1, NOC	Website - TimeWarner Careers	4	1
		Total	4	1
105887BR	Tech 1, NOC	Internet - Monster	1	1
		Website - TimeWarner Careers	1	0
		Total	2	1
109536BR	Tech 2, NOC	Website - TimeWarner Careers	9	0
		Ad - Time Warner Cable Careers Channel	1	1
		Total	10	1
109538BR	Tech 1, NOC	Website - TimeWarner Careers	5	0
		Internet - Monster	1	1
		Total	6	1
97195BR	Director, Engineering	Direct Sourcing - Recruiter Networking	1	1
		Total	1	1
		HQ45 Totals	71	24

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
103326BR	Sr Accountant	10512135	Hired	Contingency Agency - Robert Half Int'l
	Total		1	
103328BR	Asst. Accounts Payable	10518744	Applicant	Website - TimeWarner Careers
		10522370	Applicant	Internet - Monster
		10536765	Hired	Contingency Agency - General
		10597311	Applicant	Website - TimeWarner Careers
		10621007	Applicant	Website - TimeWarner Careers
		9560871	Applicant	Website - TimeWarner Careers
	Total		6	
103489BR	Director, Human Rscs	10528110	Hired	Internet - Career Builders
		10528359	Applicant	Website - TimeWarner Careers
		10577822	Applicant	Website - TimeWarner Careers
		6209288	Applicant	Website - TimeWarner Careers
		7858085	Applicant	Internet - Monster
		8965685	Applicant	Website - TimeWarner Careers
	Total		6	
103490BR	Director, Human Rscs	10123030	Applicant	Website - TimeWarner Careers
		10508109	Interviewed	Internet - Monster
		10517212	Applicant	Website - TimeWarner Careers
		10547571	Interviewed	Internet - Monster
		10580869	Applicant	Internet - LinkedIn
		5239670	Applicant	Website - TimeWarner Careers
		508179	Applicant	Website - TimeWarner Careers
		8648434	Applicant	Website - TimeWarner Careers
		9079500	Applicant	Website - TimeWarner Careers
		9956419	Hired	Website - TimeWarner Careers
	Total		10	
105338BR	Administrator, Accounting	10518744	Applicant	Website - TimeWarner Careers
		10597311	Applicant	Website - TimeWarner Careers
		10621007	Applicant	Website - TimeWarner Careers
		10632118	Hired	Contingency Agency - Robert Half Int'l
		9560871	Applicant	Website - TimeWarner Careers
	Total		5	
105655BR	Mgr. Accounting	10493699	Applicant	Website - TimeWarner Careers
		10635704	Interviewed	Website - TimeWarner Careers
		10660976	Applicant	Website - TimeWarner Careers
		10728679	Applicant	Website - TimeWarner Careers
		10787903	Hired	Contingency Agency - General
		3975994	Applicant	Website - TimeWarner Careers
		9190325	Applicant	Website - TimeWarner Careers

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
	Total		7	
105657BR	Sr Accountant	10551524	Applicant	Website - TimeWarner Careers
		10655664	Applicant	Website - TimeWarner Careers
		10661815	Applicant	Website - TimeWarner Careers
		10708299	Applicant	Internet - Career Builders
		10711313	Applicant	Internet - Monster
		10711339	Applicant	Internet - Monster
		10711498	Applicant	Internet - Career Builders
		10711551	Applicant	Internet - Career Builders
		10761337	Interviewed	Website - TimeWarner Careers
		10806777	Hired	Contingency Agency Robert Half Int'l
		4919136	Interviewed	Website - TimeWarner Careers
		6774443	Applicant	Internet - Career Builders
		6857033	Applicant	Website - TimeWarner Careers
		7192488	Applicant	Website - TimeWarner Careers
		9923187	Applicant	Internet - Monster
	Total		15	
105659BR	Staff Accountant 2	10449397	Applicant	Direct Sourcing - Recruiter Networking
		10651421	Applicant	Website - TimeWarner Careers
		10691119	Applicant	Website - TimeWarner Careers
		10711306	Applicant	Internet - Monster
		10711356	Applicant	Website - TimeWarner Careers
		10711451	Applicant	Internet - Monster
		10711607	Applicant	Internet - Career Builders
		10735784	Hired	Contingency Agency - Robert Half Int'l
		10758743	Applicant	Website - TimeWarner Careers
		10761837	Applicant	Website - TimeWarner Careers
		10800792	Interviewed	Website - TimeWarner Careers
		10800916	Applicant	Website - TimeWarner Careers
		10816445	Applicant	Website - TimeWarner Careers
		10818903	Applicant	Website - TimeWarner Careers
		10819087	Applicant	Website - TimeWarner Careers
		10882298	Interviewed	Website - TimeWarner Careers
		8492925	Applicant	Website - TimeWarner Careers
		8914566	Applicant	Website - TimeWarner Careers
		9342403	Applicant	Website - TimeWarner Careers
		9382766	Applicant	Website - TimeWarner Careers
		9501527	Interviewed	Website - TimeWarner Careers
		9774279	Applicant	Website - TimeWarner Careers
	Total		22	
107812BR	Vice President, Info Tech	10885120	Applicant	Website - TimeWarner Careers
		11027244	Interviewed	Direct Sourcing - Recruiter Networking

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
107812BR	Vice President, Info Tech	5271419	Applicant	Website - TimeWarner Careers
		7442593	Applicant	Website - TimeWarner Careers
		7701575	Hired	Direct Sourcing - Executive Search
		Total	5	
108797BR	Vice President, Commercial Ops	10876940	Applicant	Website - TimeWarner Careers
		10986233	Interviewed	Direct Sourcing - Recruiter Networking
		5408003	Interviewed	Website - TimeWarner Careers
		8705415	Interviewed	Direct Sourcing - Recruiter Networking
		9330091	Hired	Direct Sourcing - Executive Search
		9881802	Interviewed	Direct Sourcing - Executive Search
Total	6			
109569BR	Staff Accountant 2	10882298	Interviewed	Website - TimeWarner Careers
		10951405	Applicant	Website - TimeWarner Careers
		10953124	Hired	Website - TimeWarner Careers
		10954912	Applicant	Website - TimeWarner Careers
		10960813	Applicant	Website - TimeWarner Careers
		10973762	Hired	Website - TimeWarner Careers
		11040736	Interviewed	Direct Sourcing - Recruiter Networking
		8208233	Applicant	Website - TimeWarner Careers
		8701232	Applicant	Referral - TW Cable Employee Referral
Total	9			
110100BR	Vice President, Commercial Ops	10241133	Applicant	Website - TimeWarner Careers
		10749494	Interviewed	Website - TimeWarner Careers
		11027191	Applicant	Direct Sourcing - Recruiter Networking
		11072379	Applicant	Website - TimeWarner Careers
		11074514	Interviewed	Website - TimeWarner Careers
		11112997	Hired	Direct Sourcing - Executive Search
		8874648	Interviewed	Website - TWC Divesture 2009
		6507678	Interviewed	Website - TimeWarner Careers
		7588259	Applicant	Direct Sourcing - Recruiter Networking
		7856675	Applicant	Website - TimeWarner Careers
		8042574	Interviewed	Website - TimeWarner Careers
		9334580	Interviewed	Website - TimeWarner Careers
		9650841	Applicant	Website - TimeWarner Careers
Total	13			
110119BR	Mgr, Collections	10175066	Applicant	Internet - Indeed
		10995415	Applicant	Website - TimeWarner Careers
		10995860	Applicant	Internet - Indeed
		10999674	Applicant	Internet - DiversityInc.com
		10999736	Hired	Contingency Agency - General
10999893	Interviewed	Internet - Monster		

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
110119BR	Mgr, Collections	8036126	Applicant	Website - TimeWarner Careers
	Total		7	
110244BR	Director, Commercial Svcs	10097156	Applicant	Website - TimeWarner Careers
		10965806	Interviewed	Website - TimeWarner Careers
		11047487	Interviewed	Website - TimeWarner Careers
		11054436	Hired	Referral - TW Cable Employee Referral
		7010204	Applicant	Website - TimeWarner Careers
	Total		5	
110699BR	Sr Analyst, Finance	10060307	Hired	Website - TimeWarner Careers
		10925814	Applicant	Website - TimeWarner Careers
		10944172	Applicant	Website - TimeWarner Careers
		10979691	Applicant	Website - TimeWarner Careers
		11050876	Applicant	Website - TimeWarner Careers
		11051570	Interviewed	Website - TimeWarner Careers
		11052228	Applicant	Website - TimeWarner Careers
		5984565	Applicant	Website - TimeWarner Careers
		8472212	Interviewed	Website - TimeWarner Careers
	Total		9	
113240BR	Engineer 2, Network	10062097	Interviewed	Website - TimeWarner Careers
		10386887	Applicant	Website - TimeWarner Careers
		10697274	Applicant	Internet - Indeed
		10935593	Applicant	Website - TimeWarner Careers
		11061049	Applicant	Website - TimeWarner Careers
		11129288	Applicant	Internet - Indeed
		11138659	Applicant	Internet - Indeed
		11140689	Applicant	Website - TimeWarner Careers
		11145250	Applicant	Website - TimeWarner Careers
		11157633	Hired	Contractor - Conversion
		4278099	Applicant	Website - TimeWarner Careers
		5173457	Applicant	Website - TimeWarner Careers
		5562003	Applicant	Website - TimeWarner Careers
		9774283	Applicant	Internet - Monster
	Total		14	
105878BR	Tech 1, NOC	10242207	Hired	Website - TimeWarner Careers
		10329161	Applicant	Website - TimeWarner Careers
		10568112	Hired	Internet - Career Builders
		10827598	Applicant	Website - TimeWarner Careers
		10828129	Applicant	Website - TimeWarner Careers
		8557119	Interviewed	Website - TimeWarner Careers
		9587441	Interviewed	Website - TimeWarner Careers
	Total		7	

PeopleSoft
FCC SOURCING DETAIL REPORT

Report ID: TWHR84N
FCC Sourcing Detail Report
FCC Unit: HO451 - Midwest Regional
County: Franklin
Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description	
105866BR	Tech 1, NOC	10220624	Interviewed	Website - TimeWarner Careers	
		10342207	Applicant	Website - TimeWarner Careers	
		10827598	Applicant	Website - TimeWarner Careers	
		10828129	Applicant	Website - TimeWarner Careers	
		4368770	Hired	Website - TimeWarner Careers	
		4852385	Interviewed	Website - TimeWarner Careers	
		6222572	Interviewed	Website - TimeWarner Careers	
			7		
		Total			
		105887BR	Tech 1, NOC	10827598	Applicant
10828129	Applicant			Website - TimeWarner Careers	
8369277	Hired			Internet - Monster	
9587441	Interviewed			Website - TimeWarner Careers	
	4				
Total					
109536BR	Tech 2, NOC	10055734	Interviewed	Website - TimeWarner Careers	
		10265700	Interviewed	Website - TimeWarner Careers	
		10329161	Applicant	Website - TimeWarner Careers	
		10759648	Applicant	Website - TimeWarner Careers	
		10795513	Interviewed	Website - TimeWarner Careers	
		10827598	Applicant	Website - TimeWarner Careers	
		10828129	Applicant	Website - TimeWarner Careers	
		10904367	Hired	Ad - Time Warner Cable Careers Channel	
		10936115	Interviewed	Website - TimeWarner Careers	
		5908159	Interviewed	Website - TimeWarner Careers	
		7955504	Applicant	Website - TimeWarner Careers	
		8369277	Applicant	Website - TimeWarner Careers	
		8557119	Interviewed	Website - TimeWarner Careers	
		8785440	Interviewed	Website - TimeWarner Careers	
		9587441	Interviewed	Website - TimeWarner Careers	
		9721394	Interviewed	Website - TimeWarner Careers	
	16				
Total					
109538BR	Tech 1, NOC	10055734	Applicant	Website - TimeWarner Careers	
		10056178	Applicant	Website - TimeWarner Careers	
		10331557	Applicant	Website - TimeWarner Careers	
		10220624	Interviewed	Website - TimeWarner Careers	
		10242207	Applicant	Website - TimeWarner Careers	
		10759648	Interviewed	Website - TimeWarner Careers	
		10827598	Applicant	Website - TimeWarner Careers	
		10828129	Applicant	Website - TimeWarner Careers	
10961953	Applicant	Website - TimeWarner Careers			
11026055	Applicant	Website - TimeWarner Careers			
4852385	Interviewed	Website - TimeWarner Careers			

PeopleSoft
 FCC SOURCING DETAIL REPORT

Report ID: TWHR84N
 FCC Sourcing Detail Report
 FCC Unit: HQ451 - Midwest Regional
 County: Franklin
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
1095388R	Tech I, NOC	6228572	Interviewed	Website - TimeWarner Careers
		7156279	Hired	Internet - Monster
		9362510	Interviewed	Website - TimeWarner Careers
		9634794	Applicant	Internet - Indeed
		Total	15	
		HQ45 Total	189	