

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 - 20090928AIA

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 # 10014

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
 PENOBSCOT, ME

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

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>Pat Berry</i>	Title	RVP, HR
Date	9-11-09	Name of Respondent	PAT BERRY
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 Supplemental Recruitment Efforts
CFR § 76.75 (b) (2)
Time Warner Cable, FCC Unit # 10014 – Bangor

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

5/7/2009 – Time Warner Cable participated in the employME '09 Job Fair hosted by the Bangor CareerCenter and the Bangor Daily News. The event was held at the Bangor Civic Center in Bangor, Maine on Thursday, May 7, 2009 from 10:00 AM to 2:00 PM. Approximately 600 job seekers and 50 vendors attended the event. HR Manager and HR Recruiter represented Time Warner Cable at this event. Time Warner Cable was targeting Installation and Repair positions, Construction positions, Field Collectors, Direct Sales Representatives, as well as Call Center Representatives and Broadband Technical Support Representatives.

5/27/09 Time Warner was invited to attend the 2nd Annual Regional Job Fair by the Town of Pittsfield, Maine. The event was sponsored by the Town of Pittsfield and Kennebec-Somerset County Transition Team and held at the Warsaw Middle School Gym and Cafeteria in Pittsfield, Maine. There were 436 job seekers in attendance. Time Warner Cable was targeting Installation and Repair Technicians, Broadband Technical Support Representatives, Direct Sales Representatives, Dispatchers and & Call Center Representatives and recruiting for all positions at Time Warner Cable. Time Warner Cable's Recruiter and HR Generalist attended the event.

10. Participation in at least two events or programs relating to career opportunities in cable sponsored by education institutions.

4/29/09 - 17 Annual Career Development Conference was held on April 29, 2009 from 9:00 AM to 2:00 PM at the Augusta Civic Center in Augusta, Maine. This conference was sponsored by Jobs for America's Graduates ("JAG") of Maine. The event connects more than 500 career ready graduating high school seniors to Maine businesses and continued education providers. Various community professionals and employers have been involved for several consecutive years, including Time Warner Cable. Time Warner Cable's HR Manager and HR Generalist were both supporters of this event, which included resume reviews and interviewing skills. Time Warner Cable also hosted a job fair booth that was manned by the woman Technical Supervisor and several women Installation & Repair Technicians, promoting all openings within Maine and NH.

5/5/09 – Time Warner Cable participated in the Going Green Sustainability Fair - The inaugural Going Green! Sustainability Fair and Green Construction Career Day on Tuesday, May 5 at the Capital Area Technology Center in Augusta, ME. The event was aimed at area high school students, the educational fair will showcase green construction careers and practices, energy-efficient building designs, and alternative energy solutions. A number of hands-on workshops, interactive displays, and demonstrations provided attendees with a first-hand look at sustainable technologies and practices. The women technical supervisor, along with a woman installation and repair technician represented Time Warner Cable at the event.

Company	Title	First Name	Last Name	Job Title	Address 1	Address 2	City	State	Postal Code	Phone Number	Fax Number	E-Mail Address
Able		Keith	Drew	Program Monitor of Maine SCSEP	647 Main St.		Bangor	ME	04401	800-655-6073	207-945-6839	krosser@nationalcable.org
Allies Inc.		Frank	Gaugan	Employment Specialist	264 Moosehead Trail	PO Box 415	Newport	ME	04953	207-368-2463	207-368-9372	frank.gaugan@alliesinc.org
Allies Inc.		Karena	Avena		12 Shuman Ave, Ste. 17		Augusta	ME	04330	207-622-1469		karena.avena@alliesinc.org
Allies Inc.		Melanie	Kovales		21 Main St, Ste 301		Bangor	ME	04401	207-941-8727		melanie.kovales@alliesinc.org
Allies Inc.		Will	Brilliant	Employment Specialist	185 Lancaster St, Ste 210		Portland	ME	04101	207-347-3277	207-772-0836	will.brilliant@alliesinc.org
Allies, Inc.		Frank	Hartnett	Employment Specialist	21 Main St., Ste. 301		Bangor	ME	04401	207-941-8727	207-945-5433	frank.hartnett@alliesinc.org
Allies, Inc.	Director of Career Services	Linda	Condon	Employment Specialist	264 Moosehead Trail	PO Box 415	Newport	ME	04953	207-368-2463	207-368-9372	linda.condon@alliesinc.org
Andover College		Rob	Kraiber	Director of Career Services	265 Western Ave		Portland	ME	04102	207-		rkraiber@andovercollege.edu
Andover College	Placement Office	Richelle	Tomas		901 Washington Avenue		Portland	ME	04103	207-774-6126	207-774-1715	rtomas@andovercollege.edu
Andover College		Tina	Kelly	Career Services Coord.	265 Western Ave		South Portland	ME	04106	207-774-6126	207-774-1715	tkelly@andovercollege.edu
Autosoggin Learning & Transition Center		Chris	Ivey	Teaching Manager	PO Box 1779		Lewiston	ME	04241	207-713-6422		cmivey@roadrunner.com
Annick New England Graduate School	External Relations	Deb	Arbison		40 Avon St.		Kennebec	NH	03431	603-357-3122	603-357-0718	alumni@annichonline.edu
Aspire - DHHS		David	Haines	Aspire Program Specialist	200 Main Street		Lewiston	ME	04240	207-795-4397	207-795-4494	devid.haines@maine.gov
Aspire - DHHS		Roxanne	Gervais	Aspire Case Manager	35 Anthony Ave		Augusta	ME	04330			roxanne.gervais@maine.gov
Aspire - DHHS		Theresa	Drew	Aspire Program Regional Supervisor	35 Anthony Ave		Augusta	ME	04330	207-624-8115	207-624-8057	theresa.drew@maine.gov
Aspire - DHHS		Shannon	Anderson	Aspire Specialist	243 Main St.	Suite 6	South Paris	ME	04281	207-744-1263	207-743-8735	shannon.anderson@maine.gov
Aspire - DHHS		Martha	Wiseman	Aspire Specialist	243 Main St.	Suite 6	South Paris	ME	04281	207-744-1261	207-743-8735	martha.wiseman@maine.gov
Berlin Regional Career & Technical Center		Roland	Phenic	Director	530 Willard Street		Berlin	NH	03570	603-752-4122 X27	603-752-8566	roland@berlinvt.org
Bono/Engle High School	Guidance Office	Robin	Lary	Guidance Counselor	700 Saco Road		Standish	ME	04084	207-929-3840 x.110	207-929-9147	rlary@SAD6.K12.ME.US
Bono/Engle High School	Career Planning Center	Luanne	Sweetman	Assistant Director	4900 Colling Station		Brunswick	ME	04011	8440	207-725-3757	CPC@bonoweb.edu
Bux-Field JHSr. High School	Guidance Office	Michael	Weber	Guidance Secretary	160 Merrill Street		Backfield	ME	04220	207-336-2131	207-336-2460	mwbeber@SAD59.K12.ME.US
Capitol Area Technical Center		Debbie	Gilbert	Co-Op Director	40 Pierce Drive, Ste 1		Augusta	ME	04338	207-626-2475 X3144	207-626-2498	debbiegilbert@autotecnicschools.org
Career Center		Dana	Lee	Job Developer	34 Wing Farm Parkway		Bath	ME	04207	207-442-0300 X3118		dana.lee@maine.gov
Career Center	Employment & Training	Janice	Wilkins		864 US Route 2 East		East Wilton	ME	04234	207-645-5800		janice.a.wilkins@maine.gov
Career Center		Larz	Nelson		2 Anthony Ave		Augusta	ME	04333	207-624-5120		larz.nelson@maine.gov
Career Center		Mary	Duff		91 Military Street		Houlton	ME	04730	207-532-3200		Mary.Duff@maine.gov
Career Center		Michael	Day		15 Prescott Dr., Ste 1		Machias	ME	04654	207-255-1900		michael.day@maine.gov
Career Center		Russell	Trayer		88 Fox Street, Suite 103		Madawaska	ME	04759	207-728-6345		Russell.Trayer@maine.gov
Career Center	Job Services	Terry	Eaton		66 Spruce Street		Presque Isle	ME	04759	207-760-6300		terry.eaton@maine.gov
Career Center		Dorlene	Parker									dorlene.parker@maine.gov
Casco Access Center		Dave	Morton	Manager	C/O Town Hall	P.O. Box 60	Casco	ME	04015	207-627-4515 x201	207-627-4180	dave.morton@cascoonline.org
Catholic Charities Maine	Guidance Office	Lynn	Brown	Secretary	631 Stevens Avenue		Portland	ME	04103	207-797-3802	207-797-3804	lbrown@ccmaine.org
Catholic Charities Maine	Refugee & Immigration Services	Cindy	Johnson	Employment Case Worker	27 Pine Street	City Hall	Lewiston	ME	04240	207-344-6615	207-344-6617	cjohnson@ccmaine.org
Central Maine Community College	Academic Dean of Students	B	Libby	President	1250 Turner St		Astoria	ME	04210	207-755-5753	207-324-8290	libby@cmcc.edu
Chamber of Commerce and Economic Development		Richard	Sturley		917 Main Street, Suite B		Standford	ME	04073	207-324-4280		Richard@Metrocast.net
Cherous High School	Guidance Office	Nastasia	Caron	Director of Guidance	267 Ocean Avenue		Portland	ME	04103	207-774-6238	207-774-8461	caron@cherous.org
City of Lewiston	Refugee Collaborative	Sue	Chiron		27 Pine Street		Lewiston	ME	04240	207-784-2951 x3260	207-784-2959	sue@cityoflewisston.maine.us
City of Portland	Job Developer	Aaron	Goyer		190 Lancaster Street		Portland	ME	04101	207-775-7915	207-871-1320	agoer@portlandmaine.org
City of Portland	Portland and Lewiston Refugee Collaborative	Regina	Phillips	Program Coordinator	196 Lancaster Street		Portland	ME	04101	207-775-7911 X255	207-871-1320	regina@portlandmaine.org
City of Portland	Health & Human Services Department	Susan	Baxter	Human Services Counselor	196 Lancaster Street		Portland	ME	04101	207-775-7915 X238	207-775-7917	sab@portlandmaine.org
Community Health and Counseling Services		Brandi	Geneaux	Community Integration Worker/Employment Specialist	42 Cedar Street		Bangor	ME	04401	207-947-0366 X355	207-942-4330	boeneaux@roadrunner.com
Concra		Clauddette	Moore		210 West Cummings Park		Watboro	MA	01801	978-781-2554	6978781-	cmoore@creativeworksystems.com
Creative Work Systems		Scott	Farris	Employment Specialist	229 Lisbon Street		Lewiston	ME	04240	207-795-6737	207-795-6722	scott@creativeworksystems.com
Creative Work Systems		William	Moses		443 Congress Street		Portland	ME	04101	207-879-1140 X202	207-879-1146	william@creativeworksystems.com
Deering High School	Guidance Office	William	Moses		370 Stevens Avenue		Portland	ME	04103	207-874-8264	207-874-8153	wmoses@portland.schools.org
Del-Jen, Inc.		Shannon	Bruker	Career Transition Specialist	179 Main St.	Ste. 407	Waterville	ME	04901	207-859-8938	207-859-8981	shannon@jobcorps.org
Del-Jen, Inc.	ASPIRE	Holly	Culboun	Career Transition Specialist	175 Lancaster St.	Ste. 217J	Portland	ME	04101	207-761-4348	207-761-4042	holly@jobcorps.org
Department of Health & Human Services		Faye	Ivers	Supervisor	396 Griffin Street		Bangor	ME	04401			faye.ivers@maine.gov
Department of Human Services	Bureau of Family Independence	David	Meyer	ASPIRE Coordinator	200 Main Street		Lewiston	ME	04240	207-795-4480		David.meyer@maine.gov
Dover Vocational Center		Jim	Aznara	Job Placement Specialist	25 Alumni Drive		Dover	NH	03820	603-516-6976		larnara@dover.k12.nh.us
Easter Seals Maine		Deborah	Berry		125 Presumpscot St.		Portland	ME	04103	207-828-0754 X1003	207-828-5355	deborah@eastersealsme.org

Company	Title	First Name	Last Name	Job Title	Address 1	Address 2	City	State	Postal Code	Phone Number	Fax Number	E-Mail Address
Eastern Maine Community College	Career Services	Nancy	Burns	Administrative Secretary	354 Hogan Rd		Bangor	ME	04401	207-974-4600	207-974-4683	nburns@emcc.edu
Edward Little High School		Scott	MacDonald	Workstudy Teacher	77 Harris St.		Auburn	ME	04210	207-533-6652		smacdonald@auburnschl.edu
Employment One		Renee	Lidness	Manager in Training	444 Stillwater Ave		Bangor	ME	04401	207-947-6945	207-947-6951	E.Lidness@earthlink.net
Employment One		Karen	Junkins	Resource Coordinator	991 Forest Ave		Portland	ME	04101	207-797-8899	207-797-5240	E.Maine@maine.rr.com
ESM	Employment Specialist	David	Roach	Community Service Specialist	1716 Riverside Dr.		Augusta	ME	04330	207-632-5846	207-632-6657	droach@ESM-Augusta.com
Goodwill Industries		Audrey	Williams	Manager of Job Development	91 Cannon St		Rockland	ME	04841	207-596-4203	207-596-4331	Audrey.Williams@maine.gov
Goodwill Industries		Maureen	Bernabei	Manager of Job Development	353 Cumberland Avenue		Portland	ME	04101	207-774-6323 X289	207-761-8460	maurmat@clmre.org
Goodwill Industries		Christine	Marks	Community Service Specialist	91 Cunden St		Rockland	ME	04841	207-596-4229	207-596-4331	christine.marks@maine.gov
Goodwill Workforce Solutions		Thomas	Merrill	Employment Specialist	618 Main St.		Lewiston	ME	04240	207-777-7472 X28	207-777-7391	Thomas.Merrill@goodwillmaine.org
Goodwill Employment Services		Burns-Macomber	Wanda	Community Service Specialist	35 Aubury Ave		Augusta	ME	04333	207-624-8154	207-624-8057	wanda.burns-macomber@maine.gov
Gorham High School	Guidance Office	Michelle	Cummings		41 Merrill Avenue		Gorham	ME	04038	207-222-1102		Michelle.C@gorhamschools.org
Hancock County Tech Center		Karina	Kane	Director	112 Bowers Brook Rd		Ellsworth	ME	04605	207-667-9729	207-667-1333	pellon@ellisworthschools.org
HQ. MENG		Wendy	Moody	Transition Assistant	Camp Keyes Bldg #7		Augusta	ME	04333	207-626-4221	207-626-4233	wendy.moody@us.army.mil
Husson College	Director for Career Development	Bud	Vassoy	Advisor	1 College Circle		Bangor	ME	04401-2999	207-973-1052	207-941-7103	vassoy@husson.edu
Husson College		Russell	Stout	Director	220 Maine Mall Road		South Portland	ME	04106	207-775-6312	207-715-2107	williams@husson.edu
Job Orders Central - Augusta		Marvonne	Sarubs	Job Bank Central	55 State House Station		Augusta	ME	04335-0055	207-623-7970	207-624-6499	joborders@maine.gov
Jobs for Maine Graduates		Keith	Plabier	Project Coach	167 School St.		Portland	ME	04967	207-487-5145		keith@jobsforgraduates.com
Keene City of Human Resources		Natalie	Dancy	Specialist	3 Washington St.		Keene	NH	03431	603-357-9809 X6013		ndancy@ci.keene.nh.us
Kennebec Valley Community College		Flora	Stuck	Caseworker	92 Western Avenue		Fairfield	ME	04937	207-622-5001	207-453-5010	florastuck@kvcce.me.edu
Kennebec Valley Technical College		John	Humphrey	Coordinator	92 Western Avenue		Fairfield	ME	04937	207-453-5169	207-453-5010	johnh@kvcce.me.edu
Kennebunk High School		Beth	Keezer	Public Relations/Marketing	89 Fletcher Street		Kennebunk	ME	04043	207-985-1110		beekezer@msad071.net;scressey@msad071.net
Lewiston Regional Technical Center		Crystal	Morris	Computer Networking Teacher	156 East Ave.		Lewiston	ME	04240	207-795-4144 X2334		cmorris@lewisontechschools.org
Maine Air National Guard	Master Sgt.	Lisa	McNard	Rehabilitation	30 Western Avenue		South Portland	ME	04106	207-256-7843	207-256-7890	lisa.mcnard@meborc.aaf.mil
Maine Department of Labor	Division of Vocational Rehabilitation	Esther B.	Ireland	Counselor	45 Oak Street, Suite 1		Bangor	ME	04401	207-561-4085	207-561-4027	esther.b Ireland@maine.gov
Maine Department of Labor	Job Bank Central Unit	Nell	Wing	Employment Specialist	55 State House Station		Augusta	ME	04333	207-633-7967	207-387-5824	nbobrowski@maine.gov
Maine Vocational and Rehabilitation Associates		Kevin	Ovallette	Employment Specialist	22 Broomhall Street		Portland	ME	04102-3175	207-662-4697	207-871-4664	Kevin@mvra.com
Maine Vocational Region 2		Mike	Howard	Director	237 Oxford Street		Portland	ME	04101	207-774-4248		kevin@mvra.com
Manchester Vocational Rehabilitation Office		Tracy	Biron	Director	Bird St.		Houlton	ME	04730	207-532-9541	207-532-6975	mpowherd@state.houlton.k12.me.us
MCWVC		Audrey	Zimmerman	Public	361 Lincoln Street		Manchester	NH	03101	603-669-8733		tracy@ed.state.nh.us
MCWVC		Carolyn	May	18 Military Street		Houlton	ME	04730	207-521-3130	207-521-3101	audrey@maine.edu	
MCWVC	UMF - Saw/Biddleford Center	Ruth	Graves	175 Main Street		South Portland	ME	04106	207-799-5025		Carolyn.May@maine.edu	
MCWVC		Suzanne	Senechal	110 Main Street		Saco	ME	04072	207-286-1722		rozeves@maine.edu	
Maine Medical Center		Anne Marie	Marquis	33 Edgemont Dr.		Presque Isle	ME	04769	207-764-0050		senechal@maine.edu	
Midmaine Technical Center		Peter	Fallon	Employment Specialist IV	22 Broomhall Street		Portland	ME	04102	207-871-7431 X 705	207-871-7457	marquai@mmc.org
MSAD 54 Adult & Community Education		Patte	Bowman	Student Services	3 Brooklyn Ave		Waterville	ME	04903	207-873-0102	207-873-7057	hallen@midmainetech.us
Mt. Washington Valley Career Tech Center		Neal	Moylan	Director	61 Academy Circle		Skowhegan	ME	04976	207-474-7553	207-474-0992	battebowman@msad54.org
N.H. Bureau of Vocational Rehabilitation		Jin	Hinson	Public	176 Main Street		Conway	NH	03818	603-447-5209 X19		jin_moylan@sauv.gov; krichard@sauv.org
N.H. Comm. on the Status of Women		Nancy	Normand	Program Assistant	21 South Fruit Street		Concord	NH	03301	603-271-3471	603-271-7095	hinson@ed.state.nh.us
N.H. Dept of Education	Vocational Rehabilitation	Doris	Baillargeon	Rehabilitation Counselor	25 Capitol Street		Concord	NH	03301	603-271-2660	603-271-4032	hobby.normand@nh.gov
N.H. Employment Security		Roger	Lundy	Employer Service Rep	3 Twelfth Street Unit A		Berlin	NH	03570	603-752-2271	603-752-5940	dbaillargeon@ed.state.nh.us
N.H. Employment Security		Donald	Ducklee	Employment Counselor	518 White Mountain Highway		Coway	NH	03813	603-447-1428	603-447-5985	roger.c.lundy@nhes.nh.gov
N.H. Employment Security		Diana	Nelson	Specialist	10 West Street		Concord	NH	03301	603-228-4100		dianad@ci.dunklee.nh.us
N.H. Employment Security		Dwight	Albrecht	Representative	109 Key Rd		Berlin	NH	03431	603-752-5500		diana.s.nelson@nhes.nh.gov
N.H. Job Training Council		Cindy	Nedlich	Representative	64 Old Suncook Road		Keene	NH	03431	603-352-1904 X96323	603-352-1906	dwight.d.albrecht@nhes.nh.gov
N.H. Women's Lobby		Marshall	Derry	Representative	P.O. Box 1073		Concord	NH	03301	603-228-9500		marshall@nhworkforce.com;mpowers@nhworkforce.org
Nashua High School North		Marshall	Derry	Representative	10 Chuck Dealing Drive		Nashua	NH	03063	603-224-9105		info@nhwomenslobby.org

Company	Title	First Name	Last Name	Job Title	Address 1	Address 2	City	State	Postal Code	Phone Number	Fax Number	E-Mail Address
New Beginnings		Jean	Caron	Outreach Worker	245 Linton St.		Lewiston	ME	04240	207-795-6831	603-752-6335	lactation@newbeginnings.com
New Hampshire Community Technical College		Ron	Raynes	Employment Counselor Specialist	2020 Riverside Drive		Berlin	NH	03570	603-752-1115	603-752-6335	Berlin@csn.nhcomm.edu
NH Employment Security					109 Key Rd		Kennebec	NH	03431	603-352-1904	603-352-1906	ron.alla@nhes.nh.gov
North Yarmouth Academy	Guidance Office	Katherine	Sillin	Placement Specialist	148 Main Street		Yarmouth	ME	04096	207-846-9051	207-846-2372	ksillin@nva.org
Northeast Technical Institute		Brianne	Woodbury	CRP Vocational Counselor	51 US Route 1 #K		Scarborough	ME	04074	207-883-5130	207-883-	woodbury@northeasttech.com
Northern Human Services		Rose	Long	Career Planning Counselor	146 Oak Street		Berlin	NH	03570	603-752-5400	603-752-4117	rlong@northernhs.org
Northern Maine Community College		Shelli	Cronkrite	Career Planning Counselor	33 Edgemont Drive		Presque Isle	ME	04769	207-768-2793	207-768-2848	scronkrite@nmcc.edu
Penobscot Job Corps		Jon	Symonds	Career Transition Services Manager	1375 Union Street		Bangor	ME	04401	207-990-3000	207-942-9756	symonds.jon@jccoms.org
Portland Adult Education		Marie Poulard & Ellen Lamont			196 Aldea Avenue		Portland	ME	04103	207-775-0432		almeier2@maine.cc.edu
Portland Arts & Technology		Ellen	LeChapelle	Human Services Counselor	196 Aldea Avenue		Portland	ME	04103	207-874-8165	207-871-1320	lechapelle@portlandschools.org
Portland City Social Services		Elfen	Walden	Human Services Counselor	196 Lancaster Street		Portland	ME	04101	207-775-7915	x233	elfen@portlandmaine.gov
Portland High School	Care-Op	Pat	Fleury	Employment Services Case Worker	284 Cumberland Avenue		Portland	ME	04101		207-842-8974	leflury@portlandschools.org
Pennequin Senior High School		Pam	Wright	Case Worker	50 Alumni Circle		Portland	NH	03803	603-436-7100	x2418	pwright@pennequin.k12.nh.us
Petite Street Resource Center		Sally	Hoyt	Director	5 Portland St.		Portland	ME	04104	207-874-6560		shoyt@petitestreet.org
Region 9 Learning Center	Guidance Office	Melanie	Allen	Guidance Secretary	377 River Rd		Mexico	ME	04257	207-364-2012	207-364-2074	mbabb@region9school.org
Saint Anselm College		Sam	Shore	Director	St. Anselm Drive		Manchester	NH	03102	603-641-7000		ees@anselm.edu
Scarborough High School	Guidance Office	Kelly	Johnston	Guidance Secretary	20 Gorham Road		Scarborough	ME	04074	207-730-5000		MJohns@scarborough.k12.me.us
Somerset Regional Vocational Education Services		Burney	Shaw	Director	18 Cemetery Road		Somerset	NH	03878	603-692-2242	x202	Burney.Shaw@yaboo.com
Somerset Regional Vocational Center		Dr. Bette	Chamberlain		18 Cemetery Road		Somerset	NH	03878	603-692-2242	x202	chamberlain@sbv56.k12.nh.us
South Paris Career Center	Employment & Training	D.	Hill		232 Main Street		South Paris	ME	04281	207-743-7663		Dolores.hill@maine.gov
Southern Maine Community College	Placement/Career Offices	Leslie	Boreaux		2 Fern Road		South Portland	ME	04106	207-741-5505		careers@smccme.org
Spaulding Technology Center		Dave	Robbitt		140 Waterfield Street		Rochester	NH	03807	603-335-7351	x221	robbs.d@rochesterschools.com
Sprague Career Center		Jack	Sullivan		9 Bowdoin Court		Springdale	ME	04883	207-594-5460	1-800-343-0151	jsullivan@sprague.org
St. Josephs College	Career Services Center	Peter	Seaver		278 Whites Bridge Road		Standish	ME	04084	5263	207-893-6637	seavor@sjcme.edu
Support Solutions		Kim	Dewee	MS. Ed., CRC	129 Canal St		Lewiston	ME	04240	207-795-0672	207-777-1109	kdewee@supportolutions.org
Temple Rehabilitation Associates		Gina	Temple		57 School St		Gardiner	ME	04345	207-582-4315	207-588-0706	gtemple@atol.com
The Challenge Career Center		Jin	Levan	Plan Manager	43 Arch Street		Kennebec	NH	05431	603-352-0640	x3464	levan@salu29.org
Training & Development Corp.		Betty	Rambo	Employment Services Representative	50 Pinecrest Drive		Bangor	ME	04401	207-561-4065	207-561-4066	brambo@tdc-usa.org
United Technologies Corp.		Sue	C'yr	Assistant Director	PO Box 246		Dover-Foxcroft	ME	04426	207-564-8338	207-564-1191	scyr@tdc-usa.org
United Technologies Center	Office of Student Employment	Meric	Adams		200 Hoggan Rd		Bangor	ME	04402	207-942-5591	207-942-0776	madams.uitc@umit.maine.edu
University of Maine		Bonnie	Dewdney	Recruiting Coordinator	229 Abnott Hall		Orono	ME	04469-5703	207-581-1353		calthy.marquez@umit.maine.edu
University of Maine	Presque Isle Advising & Career Office	Nancy	Louley		181 Maine Street		Presque Isle	ME	04769	207-768-8750	207-768-9617	devaney@POLARIS.LUMP.MAINE.EDU
University of New Hampshire		Nancy	Louley		83 Main Street		Durham	NH	03824	603-862-2196	603-862-3064	nancy.louley@unh.edu
University of Southern Maine		Candice	Heathcotton	Director of Career Services	96 Fairmount St		Portland	ME	04104	207-780-4199	207-780-4534	Bless@USM.maine.edu
University of Southern Maine	Human Resources	Daryl	McIlwain	Human Director of HRGO	222 Deering Avenue		Portland	ME	04104	207-780-4510	207-780-5795	darylmc@usm.maine.edu
University of Southern Maine	Department of Career Services	Richard	Center		Union Hall		Gorham	ME	04038-1088			mcilwain@usm.maine.edu
University of Southern Maine	School of Applied Science & Technology	Richard	Center		37 College Avenue		Gorham	ME	04038			rcarter@usm.maine.edu
Washington County Community College	Guidance Office	Geny	McKell	Student Services Secretary	One College Drive		Calais	ME	04619	207-454-1000	207-454-1092	gmckell@wccc.me.edu
Westbrook High School	Guidance Office	Mare	Goussie	Principal	125 Stroudwater Street		Westbrook	ME	04092		207-854-0813	goussie@westbrookschoos.org
Women Unlimited		Trisha	Mosher	Program and Career Development Director	103 Windrop St.		Augusta	ME	04330	800-281-5259		tmosher@womenunlimited.org
Women, Work & Community		Susan	Russell	Career Exploration Facilitator	46 University Drive		Augusta	ME	04330	207-621-3440	207-621-3429	susan.russell@maine.edu
Work Opportunities Unlimited, Inc.		David	Dwyer	Business Services Coord.	623 Forest Avenue		Portland	ME	04101	207-761-2960	207-774-7768	dwyer@workopportunities.net
Workforce Investment Board		Jin	Baumer	Business Services Coord.	5 Madison Way		Lewiston	ME	04240	207-753-9026	207-753-9031	james.baumer@maine.gov
Yarmouth High School	Guidance Office	Beth	Doune		286 West Elm Street		Yarmouth	ME	04096		207-641-0897	beth_doune@yarmouth.k12.me.us
York County Community College	Career Services	Debra	Donnad		112 College Drive		Wells	ME	04090	207-646-9292	x373	careerservices@yccc.edu
Youthbuild Portland		Tom	Kane		181 Brackett Street		Portland	ME	04102	207-775-0105	207-780-1701	TKane@portlandwest.org

PeopleSoft
 FCC SOURCE EVALUATION REPORT

Report ID: TWIHR83N
 FCC Source Evaluation Report
 FCC Unit: 10014 - Bangor
 County: Penobscot
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Ad - Time Warner Cable Careers Channel	1	1	1
Internet - Indeed	1	0	0
Internet - JobsInMe.com	2	2	2
Website - TimeWarner Careers	223	24	5
10014 Totals	227	27	8

REQUISITION NO.	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HOURS
108191BR	Account Executive	Website - TimeWarner Careers	6	2
		Total	6	2
101194BR	Rep 2, Direct Sales	Website - TimeWarner Careers	1	1
		Total	1	1
103547BR	Rep 2, Direct Sales	Website - TimeWarner Careers	4	1
		Total	4	1
107610BR	Rep 2, Direct Sales	Website - TimeWarner Careers	6	1
		Total	6	1
110787BR	Tech 1, Installation/Service	Website - TimeWarner Careers	3	0
		Internet - JobsInMe.com	1	1
		Total	4	1
112605BR	Tech 1, Installation/Service	Website - TimeWarner Careers	2	0
		Internet - JobsInMe.com	1	1
		Total	3	1
112607BR	Tech 1, Installation/Service	Website - TimeWarner Careers	2	0
		Ad - Time Warner Cable Careers Channel	1	1
		Total	3	1
		1001 Totals	27	8

PeopleSoft
FCC SOURCING DETAIL REPORT

Report ID: TWIHR84N
FCC Sourcing Detail Report
FCC Unit: 10014 - Bangor
County: Penobscot
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
108191BR	Account Executive	10000031	Applicant	Website - TimeWarner Careers
		10044691	Applicant	Website - TimeWarner Careers
		10111993	Applicant	Website - TimeWarner Careers
		10120830	Applicant	Website - TimeWarner Careers
		10208003	Applicant	Website - TimeWarner Careers
		10302426	Applicant	Website - TimeWarner Careers
		10404299	Applicant	Website - TimeWarner Careers
		10576100	Applicant	Website - TimeWarner Careers
		10697780	Applicant	Website - TimeWarner Careers
		10714960	Applicant	Website - TimeWarner Careers
		10719820	Applicant	Website - TimeWarner Careers
		10796988	Hired	Website - TimeWarner Careers
		10828159	Applicant	Website - TimeWarner Careers
		10835541	Applicant	Website - TimeWarner Careers
		10836032	Interviewed	Website - TimeWarner Careers
		10836606	Applicant	Website - TimeWarner Careers
		10836781	Applicant	Website - TimeWarner Careers
		10837294	Applicant	Website - TimeWarner Careers
		10837757	Applicant	Website - TimeWarner Careers
		10838547	Applicant	Website - TimeWarner Careers
		10838558	Applicant	Website - TimeWarner Careers
		10840140	Applicant	Website - TimeWarner Careers
		10840309	Hired	Website - TimeWarner Careers
		10840393	Applicant	Website - TimeWarner Careers
		10841538	Applicant	Website - TimeWarner Careers
		10841666	Applicant	Website - TimeWarner Careers
		10842107	Applicant	Website - TimeWarner Careers
		10844741	Applicant	Website - TimeWarner Careers
		10845072	Applicant	Website - TimeWarner Careers
		10847265	Applicant	Website - TimeWarner Careers
		10848076	Applicant	Website - TimeWarner Careers
		10849483	Applicant	Website - TimeWarner Careers
		10850630	Applicant	Website - TimeWarner Careers
		10850752	Applicant	Website - TimeWarner Careers
		10851402	Applicant	Website - TimeWarner Careers
		10851547	Applicant	Website - TimeWarner Careers
		10852211	Applicant	Website - TimeWarner Careers
		10852351	Applicant	Website - TimeWarner Careers
		10853588	Applicant	Website - TimeWarner Careers
		10853654	Applicant	Website - TimeWarner Careers
		10853765	Applicant	Website - TimeWarner Careers
		10854183	Applicant	Website - TimeWarner Careers
		10854347	Applicant	Website - TimeWarner Careers
		10855782	Applicant	Website - TimeWarner Careers
		10857892	Applicant	Website - TimeWarner Careers

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County: Penobscot
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
108191BR	Account Executive	10859923	Applicant	Website - TimeWarner Careers
		10864366	Applicant	Website - TimeWarner Careers
		10867063	Applicant	Website - TimeWarner Careers
		10870151	Applicant	Website - TimeWarner Careers
		10870225	Applicant	Website - TimeWarner Careers
		10871465	Applicant	Website - TimeWarner Careers
		10871660	Applicant	Website - TimeWarner Careers
		10875344	Applicant	Website - TimeWarner Careers
		10876322	Applicant	Website - TimeWarner Careers
		10876433	Applicant	Website - TimeWarner Careers
		10877783	Applicant	Website - TimeWarner Careers
		10879920	Applicant	Website - TimeWarner Careers
		10882356	Applicant	Website - TimeWarner Careers
		10883123	Applicant	Website - TimeWarner Careers
		10884280	Applicant	Website - TimeWarner Careers
		10886722	Applicant	Website - TimeWarner Careers
		10889186	Applicant	Website - TimeWarner Careers
		10890635	Applicant	Internet - Indeed
		10891574	Applicant	Website - TimeWarner Careers
		10895663	Applicant	Website - TimeWarner Careers
		10897405	Applicant	Website - TimeWarner Careers
		10898112	Applicant	Website - TimeWarner Careers
		10899132	Applicant	Website - TimeWarner Careers
		10899710	Applicant	Website - TimeWarner Careers
		10899859	Applicant	Website - TimeWarner Careers
		10900582	Applicant	Website - TimeWarner Careers
		10903886	Applicant	Website - TimeWarner Careers
		10907650	Applicant	Website - TimeWarner Careers
		10912037	Applicant	Website - TimeWarner Careers
		10912079	Applicant	Website - TimeWarner Careers
		10912333	Applicant	Website - TimeWarner Careers
		10912984	Applicant	Website - TimeWarner Careers
		10913309	Applicant	Website - TimeWarner Careers
		10913576	Applicant	Website - TimeWarner Careers
		10917722	Applicant	Website - TimeWarner Careers
		10929869	Applicant	Website - TimeWarner Careers
		10933637	Applicant	Website - TimeWarner Careers
		10937287	Applicant	Website - TimeWarner Careers
		10940674	Applicant	Website - TimeWarner Careers
		10941730	Applicant	Website - TimeWarner Careers
		10946479	Applicant	Website - TimeWarner Careers
		10949894	Applicant	Website - TimeWarner Careers
		10953819	Interviewed	Website - TimeWarner Careers
		10955683	Applicant	Website - TimeWarner Careers
		10957397	Applicant	Website - TimeWarner Careers

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County: Penobscot
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last RR Status	Source Description
108191BR	Account Executive	10968426	Applicant	Website - TimeWarner Careers
		10969706	Applicant	Website - TimeWarner Careers
		10971135	Applicant	Website - TimeWarner Careers
		10971144	Applicant	Website - TimeWarner Careers
		10971288	Applicant	Website - TimeWarner Careers
		10971629	Applicant	Website - TimeWarner Careers
		10971638	Applicant	Website - TimeWarner Careers
		10971978	Applicant	Website - TimeWarner Careers
		10975754	Applicant	Website - TimeWarner Careers
		10977743	Applicant	Website - TimeWarner Careers
		10980712	Applicant	Website - TimeWarner Careers
		10984168	Applicant	Website - TimeWarner Careers
		10986784	Applicant	Website - TimeWarner Careers
		10986980	Applicant	Website - TimeWarner Careers
		10988761	Interviewed	Website - TimeWarner Careers
		10990798	Applicant	Website - TimeWarner Careers
		10991366	Applicant	Website - TimeWarner Careers
		10991385	Applicant	Website - TimeWarner Careers
		10996604	Applicant	Website - TimeWarner Careers
		10999837	Applicant	Website - TimeWarner Careers
		11000001	Applicant	Website - TimeWarner Careers
		11002096	Applicant	Website - TimeWarner Careers
		11002477	Applicant	Website - TimeWarner Careers
		11002820	Applicant	Website - TimeWarner Careers
		4777940	Applicant	Website - TimeWarner Careers
		6249872	Applicant	Website - TimeWarner Careers
		7109422	Applicant	Website - TimeWarner Careers
		7181146	Applicant	Website - TimeWarner Careers
		8127560	Interviewed	Website - TimeWarner Careers
		8344264	Applicant	Website - TimeWarner Careers
		8684598	Applicant	Website - TimeWarner Careers
		8756585	Applicant	Website - TimeWarner Careers
		8762677	Applicant	Website - TimeWarner Careers
		9351841	Applicant	Website - TimeWarner Careers
		937509	Applicant	Website - TimeWarner Careers
		9404213	Applicant	Website - TimeWarner Careers
		9457512	Applicant	Website - TimeWarner Careers
		9498205	Applicant	Website - TimeWarner Careers
		9594703	Applicant	Website - TimeWarner Careers
		9621667	Applicant	Website - TimeWarner Careers
		9661758	Applicant	Website - TimeWarner Careers
		9693715	Applicant	Website - TimeWarner Careers
		9891872	Applicant	Website - TimeWarner Careers
		9927901	Applicant	Website - TimeWarner Careers
		9946200	Applicant	Website - TimeWarner Careers

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County: Penobscot
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last BR Status	Source Description
110787BR	Tech 1, Installation/Service	11054555	Applicant	Website - TimeWarner Careers
		11054778	Applicant	Website - TimeWarner Careers
		11055103	Applicant	Website - TimeWarner Careers
		11055224	Applicant	Website - TimeWarner Careers
		11055278	Applicant	Website - TimeWarner Careers
		11055297	Applicant	Website - TimeWarner Careers
		11055366	Applicant	Website - TimeWarner Careers
		11057064	Applicant	Website - TimeWarner Careers
		11057619	Applicant	Website - TimeWarner Careers
		11059290	Applicant	Website - TimeWarner Careers
		11063078	Interviewed	Website - TimeWarner Careers
		11063101	Applicant	Website - TimeWarner Careers
		11063572	Hired	Internet - JobsInMe.com
		11064176	Applicant	Website - TimeWarner Careers
		11064240	Applicant	Website - TimeWarner Careers
		11065209	Applicant	Website - TimeWarner Careers
		11066776	Applicant	Website - TimeWarner Careers
		11066790	Applicant	Website - TimeWarner Careers
		11067091	Applicant	Website - TimeWarner Careers
		11067420	Interviewed	Website - TimeWarner Careers
		11067647	Applicant	Website - TimeWarner Careers
		6501434	Applicant	Website - TimeWarner Careers
		8100884	Applicant	Website - TimeWarner Careers
		9170970	Applicant	Website - TimeWarner Careers
		9898967	Applicant	Website - TimeWarner Careers
		9918539	Applicant	Website - TimeWarner Careers
		9929034	Applicant	Website - TimeWarner Careers
	Total		43	
112605BR	Tech 1, Installation/Service	10002254	Applicant	Website - TimeWarner Careers
		10576100	Applicant	Website - TimeWarner Careers
		10955939	Applicant	Website - TimeWarner Careers
		11053625	Applicant	Website - TimeWarner Careers
		11153645	Applicant	Website - TimeWarner Careers
		11157603	Applicant	Website - TimeWarner Careers
		11158002	Applicant	Website - TimeWarner Careers
		11158037	Interviewed	Website - TimeWarner Careers
		11158563	Applicant	Website - TimeWarner Careers
		11160510	Hired	Internet - JobsInMe.com
		11162364	Applicant	Website - TimeWarner Careers
		8690779	Interviewed	Website - TimeWarner Careers
		9849772	Applicant	Website - TimeWarner Careers
		9918539	Applicant	Website - TimeWarner Careers
	Total		14	

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Report ID: TWIHR84N
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FCC Unit: 10014 - Bangor
County: Penobscot
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last BR Status	Source Description
112607BR	Tech 1, Installation/Service	10719520	Applicant	Website - TimeWarner Careers
		10955939	Applicant	Website - TimeWarner Careers
		11053625	Applicant	Website - TimeWarner Careers
		1115428	Interviewed	Website - TimeWarner Careers
		11153645	Applicant	Website - TimeWarner Careers
		11156391	Hired	Ad - Time Warner Cable Careers Channel
		11156700	Applicant	Website - TimeWarner Careers
		11157099	Interviewed	Website - TimeWarner Careers
		11157584	Applicant	Website - TimeWarner Careers
		11158645	Applicant	Website - TimeWarner Careers
		11159016	Applicant	Website - TimeWarner Careers
		11162055	Applicant	Website - TimeWarner Careers
		9194611	Applicant	Website - TimeWarner Careers
		9665164	Applicant	Website - TimeWarner Careers
		Total	14	
	1001 Total		227	