

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 - 20090928AAT

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 # 0257

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
VIGO, IN

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 <i>9-11-09</i>	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) TWC Terre Haute, IN #0257

Participation in scholarship programs designed to assist students interested in pursuing a career in a multichannel video programming communications.

The Terre Haute system offers four, four-year scholarships of \$1,000 per year for the Time Warner Cable Communications Scholarship for communications majors at Indiana State University. One scholarship is awarded each year to an incoming freshman that can then receive the remaining three years of scholarships by meeting a GPA requirement. A female student received the scholarship. In addition four females received their second and third year scholarships. The Terre Haute General Manager oversees the scholarship program in conjunction with the Assistant Director of Residential Life for Administration Indiana State University.

Establishment of training programs designed to enable unit personnel to acquire skills to qualify them for higher-level positions.

Time Warner Cable National business unit promotes educational opportunities and provides training to employees for career advancement. The Terre Haute system provided training courses and actively encouraged its' employees to take advantage of the opportunity. During this period one Department Coordinator, one Quality Assurance Coordinator, four Service Technicians, and one Customer Service Rep., completed courses in Installer, CS Through Troubleshooting, Fundamental Selling, Effective Supervision, Advanced Troubleshooting, System Tech, and Fiber Install. The system General Manager and the division Technical Trainer oversaw the training.

TERRE HAUTE, INDIANA #0257
RECRUITMENT SOURCES LISTING as of 6/30/08

Organization	Address	Phone Number	Contact
Hyle Community Center	618 Wabash Ave., Terre Haute, IN 47807	(812) 234-0724	Administration Office
Ivy Tech State College	7999 US Hwy 41 South, Terre Haute, IN 47802	(812) 299-1121	Sharon Colwell
Rose Hulman Institute of Technology	5500 Wabash Avenue, Terre Haute, IN 47803	(812) 877-1511	Steve Cox
Indiana Workforce Employment & Development	30 N 8th Street, Terre Haute, IN 47807	(812) 234-6602	Mary Lee Harris
St. Mary of the Woods College	Lefter Hall, St. Marys IN 47876	(812) 535-5151	Susan Gresham
NAACP	P.O. Box 441, Terre Haute, IN 47808	(812) 235-8555	Administration Office
Indiana State University	Terre Haute, IN 47809	(812) 237-5000	Career Center
NAAMIC-Natl' Assoc for Multi-Ethnicity in Communications	http://www.namic.com/about/index.php		Job Bank
WICT-Women in Cable Telecommunication	http://www.wict.org/wict		Career Center

Report ID: TWHR83N
 FCC Source Evaluation Report
 FCC Unit: 0257 - Terre Haute
 County: Vigo
 Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

PeopleSoft
 FCC SOURCE EVALUATION REPORT

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Internet - Career Builders	1	0	0
Internet - Direct Employers	2	0	0
Internet - DiversifyInc.com	1	0	0
Internet - Indeed	10	0	0
Referral - TW Cable Employee Referral	1	0	0
Website - TimWarner Careers	228	51	9
0257 Totals	243	51	9

Report ID: TWIHR83N
 FCC Sourcing Report
 FCC Unit: 0257 - Terre Haute
 County: Vigo
 Vacancies Filled from 01-JUL-2008 Thru 30-JUN-2009

PeopleSoft
 FCC SOURCING REPORT

ACQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
103390BR	Rep, Customer Care	Website - TimeWarner Careers	3	1
			Total	3
104752BR	Tech 2, Installation	Website - TimeWarner Careers	1	1
			Total	1
106074BR	Rep, Commercial Sales	Website - TimeWarner Careers	8	1
			Total	8
106883BR	Tech 2, Installation	Website - TimeWarner Careers	9	2
			Total	9
107934BR	Rep, Customer Care	Website - TimeWarner Careers	12	1
			Total	12
110930BR	Tech 1, Service	Website - TimeWarner Careers	7	1
			Total	7
98412BR	Tech, Tap Audit	Website - TimeWarner Careers	3	1
			Total	3
98753BR	Tech 1, Service	Website - TimeWarner Careers	8	1
			Total	8
			0257 Totals	9
			51	9

Report ID: TWHR84N
 FCC Sourcing Detail Report
 FCC Unit: 0257 - Terre Haute
 County: Vigo
 Vacancies Filled from 01-JUL-2008 Thru 30-JUN-2009

PeopleSoft
 FCC SOURCING DETAIL REPORT

Requisition No	Job Title	Candidate ID	Last Hr Status	Source Description		
1033908R	Rep, Customer Care	10286070	Interviewed	Website - TimeWarner Careers		
		10312999	Interviewed	Website - TimeWarner Careers		
		6902447	Hired	Website - TimeWarner Careers		
		Total	3			
1047528R	Tech 2, Installation	10591313	Applicant	Website - TimeWarner Careers		
		10600247	Applicant	Website - TimeWarner Careers		
		9009704	Hired	Website - TimeWarner Careers		
				Total	3	
		1060748R	Rep, Commercial Sales	10183290	Interviewed	Website - TimeWarner Careers
				10189179	Applicant	Website - TimeWarner Careers
				10634959	Applicant	Website - TimeWarner Careers
				10662533	Applicant	Website - TimeWarner Careers
				10683516	Applicant	Website - TimeWarner Careers
				10680547	Interviewed	Website - TimeWarner Careers
				10705964	Interviewed	Website - TimeWarner Careers
				10772918	Applicant	Website - TimeWarner Careers
				10780151	Applicant	Website - TimeWarner Careers
				10910461	Interviewed	Website - TimeWarner Careers
				10990694	Interviewed	Website - TimeWarner Careers
11009034	Interviewed			Website - TimeWarner Careers		
11020057	Hired			Website - TimeWarner Careers		
6902447	Applicant			Website - TimeWarner Careers		
8205097	Interviewed			Website - TimeWarner Careers		
		Total	15			
1068838R	Tech 2, Installation	10315588	Interviewed	Website - TimeWarner Careers		
		10413493	Interviewed	Website - TimeWarner Careers		
		10435151	Applicant	Website - TimeWarner Careers		
		10448064	Applicant	Website - TimeWarner Careers		
		10600247	Interviewed	Website - TimeWarner Careers		
		10617265	Interviewed	Website - TimeWarner Careers		
		10643457	Applicant	Website - TimeWarner Careers		
		10661130	Interviewed	Website - TimeWarner Careers		
		10736486	Applicant	Website - TimeWarner Careers		
		10742888	Applicant	Website - TimeWarner Careers		
		10761795	Applicant	Website - TimeWarner Careers		
		10764782	Applicant	Website - TimeWarner Careers		
		10773945	Applicant	Website - TimeWarner Careers		
		10795812	Applicant	Website - TimeWarner Careers		
		10795951	Applicant	Website - TimeWarner Careers		
10797516	Applicant	Website - TimeWarner Careers				
10816987	Applicant	Website - TimeWarner Careers				
10831500	Hired	Website - TimeWarner Careers				

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 FCC Sourcing Detail Report
 County: Vigo
 Vacancies Filled from 01-JUL-2008 Thru 30-JUN-2009

PeopleSoft
 FCC SOURCING DETAIL REPORT

Registration No	Job Title	Candidate ID	Last HR Status	Source Description
106883BR	Tech 2, Installation	10899595	Applicant	Website - TimeWarner Careers
		10909303	Applicant	Website - TimeWarner Careers
		10909346	Applicant	Website - TimeWarner Careers
		10909667	Applicant	Internet - Indeed
		10910730	Applicant	Internet - Indeed
		10911724	Applicant	Website - TimeWarner Careers
		10923565	Applicant	Internet - Indeed
		10923673	Applicant	Website - TimeWarner Careers
		10925168	Applicant	Website - TimeWarner Careers
		10927008	Applicant	Website - TimeWarner Careers
		10927960	Applicant	Website - TimeWarner Careers
		10929371	Interviewed	Website - TimeWarner Careers
		10941258	Applicant	Website - TimeWarner Careers
		10960768	Applicant	Website - TimeWarner Careers
		10967284	Applicant	Website - TimeWarner Careers
		10968878	Applicant	Website - TimeWarner Careers
		10973912	Applicant	Website - TimeWarner Careers
		10976111	Applicant	Website - TimeWarner Careers
		10976463	Applicant	Website - TimeWarner Careers
		10989921	Applicant	Website - TimeWarner Careers
		10990751	Applicant	Website - TimeWarner Careers
		10992398	Hired	Website - TimeWarner Careers
		10996288	Applicant	Website - TimeWarner Careers
		10999896	Applicant	Website - TimeWarner Careers
		11002065	Applicant	Website - TimeWarner Careers
		11006468	Applicant	Website - TimeWarner Careers
		11011876	Applicant	Website - TimeWarner Careers
		11013589	Applicant	Website - TimeWarner Careers
		11014032	Applicant	Website - TimeWarner Careers
		11016966	Applicant	Website - TimeWarner Careers
		11016969	Applicant	Website - TimeWarner Careers
		11019522	Applicant	Website - TimeWarner Careers
		11020906	Applicant	Website - TimeWarner Careers
		11032641	Applicant	Website - TimeWarner Careers
		11041248	Applicant	Website - TimeWarner Careers
		5857572	Applicant	Website - TimeWarner Careers
		6230087	Applicant	Website - TimeWarner Careers
		8325220	Applicant	Website - TimeWarner Careers
		9005213	Applicant	Website - TimeWarner Careers
		9129350	Applicant	Website - TimeWarner Careers
		9729455	Interviewed	Website - TimeWarner Careers
		Total	59	
107934BR	Rep, Customer Care	10363618	Applicant	Website - TimeWarner Careers
		10319498	Applicant	Website - TimeWarner Careers

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
107934BR	Rep, Customer Care	10371077	Interviewed	Website - TimeWarner Careers
		10435624	Interviewed	Website - TimeWarner Careers
		10671368	Applicant	Website - TimeWarner Careers
		10686542	Applicant	Website - TimeWarner Careers
		10807605	Applicant	Website - TimeWarner Careers
		10810802	Interviewed	Website - TimeWarner Careers
		10812080	Applicant	Website - TimeWarner Careers
		10812197	Interviewed	Website - TimeWarner Careers
		10812537	Applicant	Website - TimeWarner Careers
		10816458	Interviewed	Website - TimeWarner Careers
		10817303	Applicant	Website - TimeWarner Careers
		10821493	Interviewed	Website - TimeWarner Careers
		10827154	Applicant	Website - TimeWarner Careers
		10830818	Applicant	Website - TimeWarner Careers
		10840724	Interviewed	Website - TimeWarner Careers
		10845742	Applicant	Website - TimeWarner Careers
		10853154	Applicant	Website - TimeWarner Careers
		10853353	Applicant	Website - TimeWarner Careers
		10856662	Applicant	Website - TimeWarner Careers
		10862342	Applicant	Website - TimeWarner Careers
		10869115	Applicant	Website - TimeWarner Careers
		10871969	Applicant	Website - TimeWarner Careers
		10945971	Applicant	Website - TimeWarner Careers
		10946466	Applicant	Internet - Indeed
		10946858	Applicant	Internet - Indeed
		10947763	Applicant	Website - TimeWarner Careers
		10948980	Applicant	Website - TimeWarner Careers
		10952366	Applicant	Website - TimeWarner Careers
		10952492	Interviewed	Website - TimeWarner Careers
		10954286	Applicant	Website - TimeWarner Careers
		10956795	Applicant	Website - TimeWarner Careers
		10965040	Applicant	Internet - Indeed
		10965999	Applicant	Internet - Indeed
		10967840	Applicant	Website - TimeWarner Careers
		10972219	Applicant	Website - TimeWarner Careers
		10974059	Applicant	Website - TimeWarner Careers
		10974608	Applicant	Website - TimeWarner Careers
		10975701	Applicant	Website - TimeWarner Careers
		10975998	Applicant	Website - TimeWarner Careers
		10976592	Applicant	Website - TimeWarner Careers
		10976925	Applicant	Internet - Indeed
		10976955	Applicant	Website - TimeWarner Careers
		10978710	Applicant	Website - TimeWarner Careers
		10979104	Applicant	Website - TimeWarner Careers
		10979116	Applicant	Website - TimeWarner Careers

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PeopleSoft
 FCC SOURCING DETAIL REPORT

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
107934BR	Rep, Customer Care	10980818	Applicant	Internet - Indeed
		10983888	Applicant	Website - TimeWarner Careers
		10984228	Applicant	Website - TimeWarner Careers
		10984772	Applicant	Website - TimeWarner Careers
		10985121	Applicant	Website - TimeWarner Careers
		10986587	Applicant	Website - TimeWarner Careers
		10988346	Applicant	Website - TimeWarner Careers
		10988351	Applicant	Website - TimeWarner Careers
		10990075	Applicant	Website - TimeWarner Careers
		10993313	Applicant	Website - TimeWarner Careers
		10998217	Applicant	Website - TimeWarner Careers
		10998285	Applicant	Website - TimeWarner Careers
		10998658	Applicant	Website - TimeWarner Careers
		11002711	Hired	Website - TimeWarner Careers
		11008171	Applicant	Website - TimeWarner Careers
		11009658	Applicant	Website - TimeWarner Careers
		11010340	Applicant	Website - TimeWarner Careers
		11014659	Applicant	Website - TimeWarner Careers
		11016537	Applicant	Website - TimeWarner Careers
		11019853	Applicant	Website - TimeWarner Careers
		11020818	Applicant	Website - TimeWarner Careers
		11021060	Applicant	Website - TimeWarner Careers
		11021457	Applicant	Website - TimeWarner Careers
		11021731	Applicant	Website - TimeWarner Careers
		11021782	Applicant	Website - TimeWarner Careers
		11022797	Applicant	Website - TimeWarner Careers
		11024827	Applicant	Website - TimeWarner Careers
		11024950	Applicant	Website - TimeWarner Careers
		11025355	Applicant	Website - TimeWarner Careers
		11026775	Applicant	Website - TimeWarner Careers
		11030734	Applicant	Website - TimeWarner Careers
		11039131	Applicant	Website - TimeWarner Careers
		11039173	Applicant	Website - TimeWarner Careers
		7262483	Interviewed	Website - TimeWarner Careers
		7334271	Interviewed	Website - TimeWarner Careers
		7349372	Applicant	Website - TimeWarner Careers
		7433897	Applicant	Website - TimeWarner Careers
		7485970	Applicant	Website - TimeWarner Careers
		8136193	Applicant	Website - TimeWarner Careers
		8365313	Applicant	Website - TimeWarner Careers
		9080256	Applicant	Website - TimeWarner Careers
		9103872	Applicant	Website - TimeWarner Careers
		9212745	Interviewed	Website - TimeWarner Careers
		9591282	Applicant	Website - TimeWarner Careers
		9753385	Applicant	Website - TimeWarner Careers

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PeopleSoft
 FCC SOURCING DETAIL REPORT

Requestion No	Job Title	Candidate ID	Last HR Status	Source Description
107934BR	Rep, Customer Care	9759463	Applicant	Internet - Career Builders
			93	
110930BR	Tech 1, Service	10210682	Applicant	Website - TimeWarner Careers
		10318607	Applicant	Website - TimeWarner Careers
		10385065	Applicant	Website - TimeWarner Careers
		10823148	Applicant	Website - TimeWarner Careers
		10838922	Applicant	Website - TimeWarner Careers
		11061291	Interviewed	Website - TimeWarner Careers
		11073320	Interviewed	Website - TimeWarner Careers
		11077181	Applicant	Website - TimeWarner Careers
		11085437	Interviewed	Website - TimeWarner Careers
		11088528	Applicant	Website - TimeWarner Careers
		11097813	Hired	Website - TimeWarner Careers
		11114015	Applicant	Website - TimeWarner Careers
		11125486	Applicant	Website - TimeWarner Careers
		11126919	Applicant	Website - TimeWarner Careers
		11132850	Applicant	Website - TimeWarner Careers
		11135547	Applicant	Website - TimeWarner Careers
		11150902	Applicant	Internet - Indeed
		11176795	Interviewed	Website - TimeWarner Careers
		4529225	Applicant	Website - TimeWarner Careers
		5846905	Interviewed	Website - TimeWarner Careers
		6144849	Applicant	Website - TimeWarner Careers
		6327287	Applicant	Website - TimeWarner Careers
		7439703	Applicant	Website - TimeWarner Careers
		8540133	Interviewed	Website - TimeWarner Careers
		8601743	Applicant	Website - TimeWarner Careers
		9620953	Applicant	Website - TimeWarner Careers
		9971937	Applicant	Website - TimeWarner Careers
			27	
		Total		
98412BR	Tech, Tap Audit	10094111	Applicant	Internet - DirectEmployers
		10119749	Applicant	Website - TimeWarner Careers
		10210192	Applicant	Website - TimeWarner Careers
		10243138	Applicant	Website - TimeWarner Careers
		10244490	Applicant	Website - TimeWarner Careers
		10255869	Applicant	Website - TimeWarner Careers
		10258821	Applicant	Website - TimeWarner Careers
		10299506	Applicant	Website - TimeWarner Careers
		10308028	Applicant	Internet - DirectEmployers
		10311512	Applicant	Website - TimeWarner Careers
		10368253	Applicant	Internet - DiversiTyInc.com
		10401789	Hired	Website - TimeWarner Careers
		10435151	Applicant	Website - TimeWarner Careers

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Peoplesoft
 FCC SOURCING DETAIL REPORT

Registration No	Job Title	Candidate ID	Last In Status	Source Description
98412BR	Tech, Tap Audit	10546419	Interviewed	Website - TimeWarner Careers
		4689637	Interviewed	Website - TimeWarner Careers
		7260872	Applicant	Website - TimeWarner Careers
		8045744	Applicant	Website - TimeWarner Careers
		8082344	Applicant	Website - TimeWarner Careers
		8293470	Applicant	Website - TimeWarner Careers
		8901397	Applicant	Website - TimeWarner Careers
		9796354	Applicant	Website - TimeWarner Careers
		Total	21	
98753BR	Tech 1, Service	10315588	Interviewed	Website - TimeWarner Careers
		10476687	Interviewed	Website - TimeWarner Careers
		10600247	Applicant	Website - TimeWarner Careers
		10617265	Applicant	Website - TimeWarner Careers
		10661130	Applicant	Website - TimeWarner Careers
		10697973	Applicant	Website - TimeWarner Careers
		10714271	Applicant	Website - TimeWarner Careers
		10722432	Interviewed	Website - TimeWarner Careers
		10761795	Interviewed	Website - TimeWarner Careers
		10772326	Applicant	Website - TimeWarner Careers
		10809778	Applicant	Website - TimeWarner Careers
		10951387	Hired	Website - TimeWarner Careers
		10976463	Interviewed	Website - TimeWarner Careers
		10977821	Interviewed	Website - TimeWarner Careers
		11011811	Interviewed	Website - TimeWarner Careers
		11020403	Applicant	Website - TimeWarner Careers
		11047466	Applicant	Website - TimeWarner Careers
		11052073	Applicant	Website - TimeWarner Careers
		4585777	Applicant	Website - TimeWarner Careers
		4689637	Applicant	Website - TimeWarner Careers
		7370842	Applicant	Referral - TW Cable Employee
		7799948	Applicant	Website - TimeWarner Careers
		Total	22	
		0257 Total	243	