

Federal Communications Commission Washington, D.C. 20554  <p style="text-align: center;"><b>FCC 396-C</b></p>	OMB 3060-1033 September 2003  FOR FCC USE ONLY
<b>Multi-Channel Video Program Distributor EEO Program Annual Report</b>  Read INSTRUCTIONS Before Filling Out Form	FOR COMMISSION USE ONLY FILE NO. B396 - 20090928ACV

**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 # 1882

**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  
 SARATOGA, NY

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>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 – Saratoga  
FCC Unit: 1882**

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

In April 2009, Time Warner Cable attended the Saratoga Today job fair in Saratoga Today job fair in Saratoga, NY. Human Resources Recruiting staff was present along with a Call Center Manager. We recruited for all positions available at the Albany Division of Time Warner Cable by referring to our website (twalbany.com) in the ad placed in the Employment Quarterly. The job fair was attended 1,000 people. We made 0 hires as a result of this event.

In October 2008, Time Warner Cable attended and was a major sponsor of the Saratoga Today job fair in Saratoga, NY. Human Resources Recruiting staff was present along with a Call Center Manager. We recruited for all positions available at the Albany Division of Time Warner Cable by referring to our website (twalbany.com) in the ad placed in the Employment Quarterly. The job fair was attended 500 people. We made 0 hires as a result of this event.

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

We have in place career path programs for our Technical Operations, Warehouse and Customer Service groups allowing employees to move up in level and responsibility at their own pace by reaching established goals for each level. This program motivates employees to be productive and perform quality work that helps to obtain our location's goals and objectives. Once an employee arrives at the highest level they can attain on their own, they should be prepared for higher-level positions as they become available. During this reporting period we had 19 career path moves in Technical Operations. Technical Operations Career Path programs are overseen by Technical Operations Management.

<b>States</b>	<b>Metro Areas</b>				
Alabama	Birmingham	Huntsville	Mobile	Montgomery	
Alaska	Anchorage	Fairbanks	Juneau		
Arizona	Flagstaff	Phoenix	Tucson		
Arkansas	Fayetteville	Little Rock			
California	Bakersfield	Fresno	Lancaster	Los Angeles	Modesto
	Oakland	Sacramento	Salinas	San Bernardino	San Diego
	San Francisco	San Jose	Santa Clara	Stockton	Vellejo
Colorado	Colorado Springs	Denver	Fort Collins	Pueblo	
Connecticut	Bridgeport	Hartford	New Haven	Stamford	Waterbury
Delaware	Dover	Wilmington			
District of Columbia	Washington				
Florida	Clearwater	Fort Lauderdale	Jacksonville	Miami	Orlando
	St. Petersburg	Tallahassee	Tampa		
Georgia	Athens	Atlanta	Augusta	Columbus	Savannah
Hawaii	Hilo	Honolulu			
Idaho	Boise	Pocatello			
Illinois	Aurora	Chicago	Joliet	Peoria	Rockford
	Springfield				
Indiana	Evansville	Fort Wayne	Gary	Indianapolis	South Bend
Iowa	Cedar Rapids	Des Moines			
Kansas	Kansas City	Topeka	Wichita		
Kentucky	Frankfurt	Lexington	Louisville		
Louisiana	Baton Rouge	Lafayette	New Orleans	Shreveport	
Maine	Augusta	Portland			
Maryland	Annapolis	Baltimore			
Massachusetts	Boston	Springfield	Worcester		
Michigan	Ann Arbor	Battle Creek	Detroit	Grand Rapids	Lansing
Minnesota	Minneapolis	St. Paul			
Mississippi	Gulfport	Jackson			
Missouri	Independence	Jefferson City	Kansas City	Springfield	St. Louis
Montana	Billings	Helena			
Nebraska	Lincoln	Omaha			
Nevada	Carson City	Las Vegas	Reno		
New Hampshire	Concord	Manchester			
New Jersey	Elizabeth	Jersey City	Newark	Paterson	Trenton
New Mexico	Albuquerque	Santa Fe			
New York	Albany	Buffalo	Elmira	New York	Rochester
	Syracuse				
North Carolina	Asheville	Charlotte	Fayettesville	Greensboro	Raleigh
	Durham	Winston-Salem			
North Dakota	Bismark	Fargo			
Ohio	Akron	Cincinnati	Cleveland	Columbus	Dayton
	Toledo				
Oklahoma	Oklahoma City	Tulsa			
Oregon	Eugene	Portland	Salem		
Pennsylvania	Allentown	Erie	Philadelphia	Pittsburgh	
Rhode Island	Providence				
South Carolina	Charleston	Columbia			
South Dakota	Pierre	Sioux Falls			
Tennessee	Chattanooga	Clarksville	Knoxville	Memphis	Nashville

<b>States (continued)</b>	<b>Metro Areas (continued)</b>				
Texas	Abilene Corpus Christi Laredo Waco	Amarillo Dallas Longview Wichita Falls	Austin El Paso Lubbock	Beaumont Fort Worth San Antonio	Brownsville Houston Tyler
Utah	Provo	Salt Lake City			
Vermont	Burlington	Montpelier			
Virginia	Alexandria	Norfolk	Richmond	Virginia Beach	
Washington	Olympia	Seattle	Spokane	Tacoma	
West Virginia	Charleston	Huntington			
Wisconsin	Green Bay	Madison	Milwaukee		
Wyoming	Casper	Cheyenne			

<b>Military Network</b>
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JobCentral Veterans
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hirevetsfirst.gov
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CorporateGray.com
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## Alumni Network

Abilene Christian University	Brandeis University
Adelphi University	Brazosport College
Adirondack Community College	Brewton-Parker College
Albion College	Brookhaven College
Albright College	Brooklyn College, City University of New York
Alcorn State University	Bryant University
Alfred University	Buena Vista University
Allegheny College	Butler University
Alvin Community College	Caldwell College
American University	California Baptist University
American University of Paris	California State University, Bakersfield
Ancilla College	California State University, Chico
Anderson University	California State University, East Bay
Anna Maria College	California State University, Fullerton
Aquinas College	California State University, Long Beach
Arcadia University	California State University, Monterey Bay
Arizona State University (Sun Devil CareerLink)	California State University, San Marcos
Arkansas State University	California University of Pennsylvania
Arkansas Tech University	Calvin College (CalvinLink)
Ashford University	Campbell University
Athens State University	Campbellsville University
Auburn University	Capital University
Augusta State University	Carlow University
Augustana College	Carroll College
Augustana College (SD)	Castleton State College
Austin College	Cayuga Community College
Babson College	Cazenovia College
Baker College	Cedar Crest College
Ball State University (Cardinal ViewJobs)	Central Florida Community College
Barnard College	Central Methodist College
Barton College	Central Michigan University
Baruch College, City University of New York	Central Missouri State University
Belhaven College	Central Piedmont Community College
Belmont Abbey College	Central Texas College
Belmont University	Central Washington University
Beloit College	Centre College
Bemidji State University	Chaminade University of Honolulu
Bennington College	Chattahoochee Technical College
Berkeley College	Chestnut Hill College
Boston College	Chowan College
Boston College Carroll Graduate School of Management	Christopher Newport University
Boston University (BU CareerLink)	City College of Chicago-Truman College
Bowdoin College	Claffin University
Bradley University	Clark University
	Clarke College

**Alumni Network (continued)**

Clarkson University	Evangel University
Clemson University	Fairfield University
Coastal Carolina Community College	Farmingdale State University
Coastal Carolina University	Flathead Valley Community College
Coe College	Florida International University (PantherLink)
Colgate University	Florida Metropolitan University Online (FMU Online)
College of Mount Saint Vincent	Florida State University (Seminole CareerNet)
College of Mount St. Joseph	Florida Technical College
College of Notre Dame of Maryland	Floyd College
College of Saint Benedict	Fordham University
Colorado Christian University	Franklin College
Colorado School of Mines	Frostburg State University
Colorado State University, Pueblo	Geneva College
Concordia College	George Mason University
Concordia University, Wisconsin	George Washington University (GWork)
Concordia University-River Forest, IL	Georgetown University
Connecticut College	Georgia College & State University
Converse College	Georgia Institute of Technology
Corning Community College	Georgia Southwestern State University
Covenant College	Georgia State University
Culver-Stockton College	Gettysburg College
Daniel Webster College	Gonzaga University
Dartmouth College	Goshen College
Delaware State University	Graceland University
Delaware Valley College	Grand Valley State University
Delta State University	Green Mountain College
Denison University	Grove City College
DeSales University	Guilford College
Dickinson College	Gustavus Adolphus College
Dominican University	Hampden-Sydney College
Drew University	Harris-Stowe State College
Drexel University	Hastings College
Drury University	Heidelberg College
Duquesne University	High Point University
East Carolina University	Holy Names University
Eastern Kentucky University	Howard Payne University
Eastern Michigan University	Hubert H. Humphrey Institute of Public Affairs, University of Minnesota (Humphrey Career Link)
Eastern Nazarene College	Hudson County Community College
Eastern New Mexico University-Roswell	Hunter College, City University of New York
Eastern Oregon University	Illinois State University
Eastern University	Illinois Wesleyan University
Eastern Washington University	Indiana Institute of Technology
Eckerd College	Indiana State University (Sycamore CAREERlink)
Elizabethtown College	Indiana University - School of Informatics
Emerson College (EmersonWorks)	Indiana University Kelley School of Business, Bloomington
Emory & Henry College	Indiana University Kokomo
Eureka College	Indiana University Purdue University Indianapolis

**Alumni Network (continued)**

Indiana University South Bend	Millikin University
Indiana University, Kelley School of Business, Indianapolis	Mineral Area College
Indiana University, Purdue University Fort Wayne (IPFW JobZone)	Minnesota State University Moorhead
Indiana University, School of Health, Physical Education and Recreation	Mississippi State University
Indiana Wesleyan University	Missouri Western State College
Jamestown Community College	Molloy College
John Brown University	Mount Aloysius College
John Jay College of Criminal Justice	Mount Ida College
Johnson State College	Mount Marty College
Juniata College	Mount Olive College
Kansas State University at Salina	Mount St. Mary College
Kaskaskia College	Mount St. Mary's College
Keuka College	Mount Union College
King's College	Mountain Empire Community College
La Salle University	Muhlenberg College
Lafayette College	Murray State College
Lake Forest College	National-Louis University
Lakeland College	Nebraska Wesleyan University
Lehigh University	New College of Florida
Lewis & Clark College	New Jersey Institute of Technology
Lewis University	New School University
Liberty University	New York City College of Technology
Long Island University	New York Institute of Technology
Longwood University	New York University (NYU CareerNet)
Loras College	Newman University
Louisiana State University	Niagara University
Louisiana State University at Eunice	North Carolina State University
Louisiana Tech University	North Central College
Lycoming College	North Park University
Lyndon State College	Northeastern State University
Lyon College	Northeastern University
Macalester College	Northern Arizona University
Manchester College	Northern Illinois University
Marian College of Fond du Lac	Northern Michigan University
Marietta College	Northern State University
Mars Hill College	Northland College
Maryville College	Northwestern College
Maryville University	Notre Dame College
Massachusetts College of Liberal Arts	Notre Dame de Namur University
Meredith College	Nyack College
Methodist College	NYU Robert F. Wagner Graduate School of Public Service (Career Directory)
Metropolitan Community Colleges	Occidental College
Middle Tennessee State University	Ocean County College
Middlebury College	Oglethorpe University

**Alumni Network (continued)**

Ohio Wesleyan University	Saint Joseph's University
Oklahoma Baptist University	Saint Martin's College
Old Dominion University	Saint Mary-of-the-Woods College
Olivet College	Saint Mary's College
Oregon State University	Saint Vincent College
Pace University	Salem College
Park University	Salisbury University
Penn State - University Park	Salve Regina University
Penn State, Altoona	Samford University
Penn State, Hazleton	San Diego State University
Penn State, Wilkes-Barre	San Jose State University
Penn State, Worthington Scranton	Santa Clara University
Pennsylvania Institute of Technology	Seattle Central Community College
Pfeiffer University	Seattle Pacific University
Plattsburgh State University	Seton Hill University
Pratt Institute	Shoreline Community College
Presbyterian College	Simmons College
Providence College	Skidmore College
Purchase College - SUNY (Purchase JobScore)	Slippery Rock University of Pennsylvania
Purdue University (CCO Express)	Soka University
Purdue University, Krannert School of Management	Sonoma State University
Quincy University	South Mountain Community College
Randolph-Macon College	Southampton College
Raritan Valley Community College	Southeastern Oklahoma State University
Rasmussen College (Rasmussen Job Connect)	Southern Methodist University
Reed College	Southern New Hampshire University
Regent University Graduate School of Business	Southern Oregon University
Remington College, New Orleans Campus	Southern Polytechnic State University
Rensselaer Polytechnic Institute (RedHawk JobLink)	Southern State Community College
Rice University (RiceLink)	Southwest Baptist University
Ringling School of Art and Design	Southwest Missouri State University
Roanoke College	Southwest Tennessee Community College
Rochester College	Southwest Virginia Community College
Rochester Institute of Technology (RIT Job Zone)	Southwestern Assemblies of God University
Rockford Business College	Southwestern College
Rollins College	Southwestern Illinois College
Rose-Hulman Institute of Technology	Southwestern Oklahoma State University
Rutgers, The State University of New Jersey, Camden	Southwestern University
Rutgers, The State University of New Jersey, Newark Campus	St. Ambrose University
Saint Bonaventure University	St. Francis College
Saint Francis University	St. Gregory's University
Saint Joseph College	St. Joseph's College, New York
Saint Joseph's College	St. Lawrence University
Saint Joseph's College of Maine	St. Mary's University

**Alumni Network (continued)**

St. Norbert College	The Sage Colleges
St. Olaf College	The Savannah College of Art and Design
St. Thomas Aquinas College	The University of Alabama in Huntsville
Stanford University (Cardinal Careers)	The University of Kansas
Stephens College	The University of Montana-Western
Stetson University	The University of North Carolina at Chapel Hill (CarolinaLink)
Stevens Institute of Technology	The University of North Carolina at Charlotte
Stony Brook University	The University of North Carolina at Greensboro
SUNY Buffalo	The University of Texas at Austin, College of Communication
SUNY Cobleskill	The University of Texas at Austin, College of Liberal Arts
SUNY College at Brockport (JobShop)	The University of Texas at Austin, College of Natural Sciences
SUNY Delhi	The University of the Pacific
SUNY Geneseo	The University of Vermont
SUNY Oswego	Thiel College
Susquehanna University	Transylvania University
Swarthmore College	Trevecca Nazarene University
Sweet Briar College	Trinity University
Syracuse University	Tri-State University
Tallahassee Community College	Troy State University Montgomery
Tarleton State University	Troy University
Taylor University	Turtle Mountain Community College
Teachers College, Columbia University	Tusculum College
Temple University - The Fox School of Business & Management, GCMC	Tyler Junior College
Temple University - The Fox School of Business, CSPD	University at Buffalo, School of Management
Tennessee Technological University	University at Buffalo, The State University of New York
Texas A&M International University	University of Alabama at Birmingham
Texas A&M University	University of Alaska, Anchorage
Texas A&M University-Commerce	University of Alaska, Fairbanks
Texas Lutheran University	University of Arizona (Wildcat JobLink)
Texas State Technical College - West Texas	University of Arkansas
Texas Wesleyan University	University of California, Berkeley (CalJobs)
The Catholic University of America (Cardinal Connection)	University of California, Davis (Aggie Job Link)
The College of New Jersey	University of California, Irvine (ZotLink)
The College of William and Mary	University of California, Los Angeles (BruinView)
The Eli Broad Graduate School of Management, Michigan State University	University of California, Riverside
The Master's College	University of California, San Diego (Port Triton)
The Ohio State University	University of California, Santa Barbara (GauchoLink)
The Ohio State University, Engineering Career Services	University of California, Santa Cruz
The Robert O. Anderson Schools of Management	

**Alumni Network (continued)**

University of Connecticut, School of Business	University of South Florida
University of Colorado at Boulder	University of South Florida Sarasota-Manatee
University of Colorado at Colorado Springs	University of Southern California School of Policy, Planning & Development
University of Dallas, Graduate School of Management	University of Southern Indiana
University of Delaware	University of St. Thomas
University of Evansville (UE JobLink)	University of Tennessee
University of Florida (Gator CareerLink)	University of Texas at Arlington
University of Hartford	University of Utah
University of Hawaii at Hilo	University of West Florida
University of Houston	University of West Georgia
University of Illinois	University of Wisconsin-Green Bay
University of Illinois at Chicago	University of Wisconsin-Madison School of Business
University of Illinois at Urbana	University of Wisconsin-Milwaukee
University of Illinois, Urbana-Champaign	University of Wisconsin-Platteville
University of Indianapolis	Upper Iowa University
University of La Verne	Urbana University
University of Louisiana at Lafayette	Ursinus College
University of Louisiana at Monroe	Utah Valley State College
University of Mary	Utica College
University of Maryland, Baltimore County	Valley City State University
University of Massachusetts Boston	Valparaiso University
University of Massachusetts-Amherst, Isenberg School	Vassar College
University of Michigan Business School	Villanova University
University of Michigan School of Information (iTrack)	Virginia Highlands Community College
University of Minnesota	Voorhees College
University of Missouri	Wabash College
University of Nebraska at Kearney (Career Services Solutions)	Wake Forest University
University of Nebraska, Lincoln (Husker Hire Link)	Wake Forest University-Babcock Graduate School of Management
University of Nevada, Las Vegas (CareerLink)	Wallace State Community College
University of Nevada, Reno (Career Navigator)	Walsh College
University of North Alabama	Walsh University
University of North Carolina Wilmington	Wartburg College
University of North Texas Dallas Campus	Washington and Lee University
University of Notre Dame (Go IRISH)	Washington College
University of Oregon (UO-JobLink)	Wayne State University
University of Pennsylvania (PennLink)	Waynesburg College
University of Pittsburgh	Wells College
University of Puget Sound	Wentworth Institute of Technology
University of Redlands	West Texas A&M University
University of Saint Francis	West Virginia University, College of Business & Economics
University of San Diego (ToreroLink)	
University of South Alabama	

## Alumni Network *(continued)*

Western Kentucky University  
Western Oregon University  
Western Washington University  
Westminster College  
Westwood College of Technology  
Wheeling Jesuit University  
Whitman College  
Whitworth College  
Wichita State University  
Widener University  
Wilkes University  
Willamette University  
Williams Baptist College  
Wilmington College  
Wilmington College of Ohio  
Winston-Salem State University  
Wittenberg University  
Xavier University  
Yale Divinity School  
Yale Graduate School of Arts and Sciences, Yale University  
  
Yavapai College  
Yeshiva University  
York College of Pennsylvania

### **Please note:**

\*\* DirectEmployers Association, Inc. (hereinafter referred to as DE) can only assure that Member Company job content feed is provided correctly to "third party" alliance websites. Any and all alteration performed to said job feed by a "third party" alliance website is outside the scope and ability of control by DE. Consequently, DE shall not be liable for any damages, compensatory or punitive, that are incurred by Member Company due to changes or alterations done to Member Company's job feed by a "third party" alliance website.



Quad III - Suite 100 • 9002 N. Purdue Road • Indianapolis, IN 46268  
317-874-9000 (voice) • 866-268-6206 (toll free)  
[www.jobcentral.org](http://www.jobcentral.org)

## DirectEmployers Association Network Sites

### JobCentral.com - National Labor Exchange **\*\*Commercial Alliance**

\*\* DirectEmployers Association, Inc. (hereinafter referred to as DE) can only assure that Member Company job content feed is provided correctly to "third party" alliance websites. Any and all alteration performed to said job feed by a "third party" alliance website is outside the scope and ability of control by DE. Consequently, DE shall not be liable for any damages, compensatory or punitive, that are incurred by Member Company due to changes or alterations done to Member Company's job feed by a "third party" alliance website.

<b>State Networks</b>			
jobcentral.com/s-Alaska-jobs.asp	AK	jobcentral.com/s-Nebraska-jobs.asp	NE
jobcentral.com/s-Alabama-jobs.asp	AL	jobcentral.com/s-Nevada-jobs.asp	NV
jobcentral.com/s-Arkansas-jobs.asp	AR	jobcentral.com/s-New-Hampshire-jobs.asp	NH
jobcentral.com/s-Arizona-jobs.asp	AZ	jobcentral.com/s-New-Jersey-jobs.asp	NJ
jobcentral.com/s-California-jobs.asp	CA	jobcentral.com/s-New-Mexico-jobs.asp	NM
jobcentral.com/s-Colorado-jobs.asp	CO	jobcentral.com/s-New-York-jobs.asp	NY
jobcentral.com/s-Connecticut-jobs.asp	CT	jobcentral.com/s-North-Carolina-jobs.asp	NC
jobcentral.com/s-Delaware-jobs.asp	DE	jobcentral.com/s-North-Dakota-jobs.asp	ND
jobcentral.com/s-Florida-jobs.asp	FL	jobcentral.com/s-Ohio-jobs.asp	OH
jobcentral.com/s-Georgia-jobs.asp	GA	jobcentral.com/s-Oklahoma-jobs.asp	OK
jobcentral.com/s-Hawaii-jobs.asp	HI	jobcentral.com/s-Oregon-jobs.asp	OR
jobcentral.com/s-Iowa-jobs.asp	IA	jobcentral.com/s-Pennsylvania-jobs.asp	PA
jobcentral.com/s-Idaho-jobs.asp	ID	jobcentral.com/s-Rhode-Island-jobs.asp	RI
jobcentral.com/s-Illinois-jobs.asp	IL	jobcentral.com/s-South-Carolina-jobs.asp	SC
jobcentral.com/s-Indiana-jobs.asp	IN	jobcentral.com/s-South-Dakota-jobs.asp	SD
jobcentral.com/s-Kansas-jobs.asp	KS	jobcentral.com/s-Tennessee-jobs.asp	TN
jobcentral.com/s-Kentucky-jobs.asp	KY	jobcentral.com/s-Texas-jobs.asp	TX
jobcentral.com/s-Louisiana-jobs.asp	LA	jobcentral.com/s-Utah-jobs.asp	UT
jobcentral.com/s-Massachusetts-jobs.asp	MA	jobcentral.com/s-Vermont-jobs.asp	VT
jobcentral.com/s-Maryland-jobs.asp	MD	jobcentral.com/s-Virginia-jobs.asp	VA
jobcentral.com/s-Maine-jobs.asp	ME	jobcentral.com/s-Washington-jobs.asp	WA
jobcentral.com/s-Michigan-jobs.asp	MI	jobcentral.com/s-DC-jobs.asp	Washington,DC.
jobcentral.com/s-Minnesota-jobs.asp	MN	jobcentral.com/s-West-Virginia-jobs.asp	WV
jobcentral.com/s-Missouri-jobs.asp	MO	jobcentral.com/s-Wisconsin-jobs.asp	WI
jobcentral.com/s-Mississippi-jobs.asp	MS	jobcentral.com/s-Wyoming-jobs.asp	WY
jobcentral.com/s-Montana-jobs.asp	MT		

**Diversity**

Vetsuccess.gov/jobs  
JobCentral Diversity  
OCCMundial  
MultiCultural Womens' Council

Disaboom  
disABLEdperson.com  
DiversityWorking.com

**Other**

About.com  
Clusty.com  
Google  
Google Desktop  
GoSasa.com  
Indeed  
Info.com  
Jobalot  
JobCental Myspace  
jobs.myspace  
jobsources.info  
Juju.com

Just-posted.com  
LinkedIn.com  
Local.com  
Lycos Classifieds  
MammaJobs  
Myway.com  
SimplyHired 50+  
Oodle.com  
SimplyHired.com  
Snap.com  
TalentPlanet.com  
New York Times

**Global**

Indeed **Canada**  
Japan.recruit.net  
China.recruit.net  
HongKong.recruit.net  
India.recruit.net  
Australia.recruit.net  
Singapore.recruit.net  
Jobespresso.net - **Italy**  
Jobrapido.at - **Austria**

Jobrapido.br - **Brazil**  
Jobrapido.ch - **Switzerland**  
Jobrapido.co.uk - **UK**  
Jobrapido.de - **Germany**  
Jobrapido.es - **Spain**  
Jobrapido.ie - **Ireland**  
Jobrapido.nl - **Holland**  
Jumpstation.com.au

PeopleSoft  
 FCC SOURCE EVALUATION REPORT

Report ID: TWIHR83N  
 FCC Source Evaluation Report  
 FCC Unit: 1882  
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Totals	0	0	0

Report ID: TWHR83N  
FCC Sourcing Report  
FCC Unit: 1882

Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Peoplesoft  
FCC SOURCING REPORT

Page No. 1  
Run Date 09/11/2009  
Run Time 15:33:36

REQUISITION NO JOB TITLE SOURCE DESCRIPTION NO INTERVIEWS NO HIRES

Peoplesoft  
FCC SOURCING DETAIL REPORT

Page No. 1  
Run Date 09/11/2009  
Run Time 15:33:36

Report ID: TWHR84N  
FCC Sourcing Detail Report  
FCC Unit: 188  
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No Job Title Job Code Candidate ID Last HR Status Source Description

<u>Recruiting Resource</u>	<u>Address</u>	<u>Contact Name</u>	<u>Phone</u>	<u>Fax</u>	<u>E-Mail</u>
Centro Civico Hispano Americano, Inc.	143-145 East Main Street, Amsterdam, NY 12010	Claitzabel Reyes-Malave	842-3762		creyes@centrocivico.org
Economic Opportunity Council	40 New Street, P.O. Box 5120, Saratoga Springs, NY 12866	Theresa Pierkarz	587-3158		sceoc@nycap.rr.com
Fulton Montgomery Community College	2805 State Highway 67, Johnstown, NY 12095	Sue Sammons	762-4651		ssammons@fmcc.suny.edu
NAACP	P.O. Box 478, Glens Falls, NY 12081	Lee Braggs	793-7859		abraggs@nycap.rr.com
Naval Support Unit	Fleet & Family Support Center 19 J.F. King Dr. Saratoga NY 12866	Tom Gallher	886-0200		thomas.gallher@navy.mil
New York State Department of Labor	Northway Plaza; Suite 13C; Queensbury, NY 12804	Claudia Book	792-5811		claudia.book@labor.state.ny.
New York State Department of Labor	152 West High Street, Ballston Spa, NY 12020	Deborah Fitzgibbon	792-5811		deborah.fitzgibbon@labor.state.ny.
Project Lift	2805 State Highway 67, Johnstown, NY 12095	Anne Smith	762-4651	762-4334	dpiurek@smcc.suny.edu
Diversity Inc	Diversity.com				

Recruiting Resources - North/West