

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
<p>Multi-Channel Video Program Distributor EEO Program Annual Report</p> <p>Read INSTRUCTIONS Before Filling Out Form</p>		FOR COMMISSION USE ONLY FILE NO. - 20080924AA Y

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-
Emp. Unit ID # 0740		
Application Purpose <input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report		
<input type="checkbox"/> Supplemental Investigation Sheet (SIS) Attached		
C. County and State in which unit's employment office is located BROOME, 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) 07/01/2008 - 07/14/2008		
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 [Exhibit 1] any additions 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	
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	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>9-11-2008</i>	Title <i>Division President</i>
Date <i>M de Mary K. Wilkerson</i>	Name of Respondent KISHA WILKERSON
Telephone No. (include area code) 7047313100	

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

2008 Supplemental Recruitment Efforts, CFR § 76.75 (b) (2)
Time Warner Cable, Central New York Division
FCC Unit: 0740 – Binghamton

Supplemental Recruitment Initiative #8, Establishment of training programs designed to enable unit personnel to acquire skills to qualify them for higher-level positions.

Time Warner Cable's *Foundations of Leadership* program provides an eight-month course conducted under the direction of the Division's Sr. Director of training in partnership with Syracuse University. This program is designed to develop comprehensive leadership competencies by focusing on the four roles that leaders play: Strategist, Facilitator, Change Agent, and Navigator. Using a problem-solving approach highly relevant to our workplace, the program prepares participants for becoming effective leaders in our organization. From FCC Unit #0740, eight supervisors and two managers completed this training in 2008 as part of a Division-wide group of twenty-four including seven females and four minority participants. This program runs annually from October through March and we expect to enroll all supervisors and managers into the class in order to provide them with the leadership training necessary to advance in their careers.

Supplemental Recruitment Initiative #14, Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

On June 12, 2008, Managers, Directors and Vice Presidents from the Central New York Division attended *Diversity & Inclusion for Leaders* training. This one-day course provides a solid framework for understanding some of the social and business dynamics of a diverse workforce. This course is aimed at increasing understanding about beliefs, perceptions and how workplace behaviors – both overt and subtle – impact others. In addition, participants learn skills that will help maintain an inclusive environment where people are able to contribute to their full potential. They practice skills that create a culture where people are respected and valued for their knowledge, skill and creativity and not excluded because of social, cultural or other categorical characteristics. From FCC Unit #0740, one Vice President and one Director attended this training. All Vice Presidents, Directors and Managers will be enrolled in this program in 2008 and 2009.

TIME WARNER CABLE
Recruitment Sources
Binghamton - FCC Unit #0740

Time Warner Cable is proud to have diversity in our recruitment approach. In the Binghamton area we actively recruit our applicant base through Internet resources, print advertising, television, radio, educational venues and non-traditional sources. We are committed to providing equal opportunities for employment and advancement to qualified individuals without regard to race, color, sex, national origin, religion, age, sexual orientation, disability or status as a disabled or Vietnam-era veteran. As part of this commitment, Time Warner Cable is in full compliance with the Equal Employment Opportunity (EEO) rules of the Federal Communications Commission (FCC) that require posting of certain recruitment, hiring, and reporting information. The table below details our recruitment sources.

Organizations & Agencies:

Ms. Colleen Ciarletta
Association for Vision Rehabilitation
& Employment
174 Court Street
Binghamton, NY 13901
607-724-2428
607-771-8045 fax

Ms. Teri Geisenhof
Tioga Workforce NY Center
1062 State Route 38
PO Box 108
Owego, NY 13827
607-687-8513
607-687-7759 fax

Ms. Mary Lou Gaskill
ACHIEVE
125 Cutler Pond Road
Binghamton, NY 13905
607-231-5249
607-723-8338 fax

Ms. Mary Fiester
PA Career Link
218 Main Street, Unit #1
Towanda, PA 18848
570-265-2171
570-265-2331 fax

Ms. Ginger Dascano
Catholic Charities, Four Seasons
290 Front Street
Binghamton, NY 13905
607-724-1060 x318
607-773-1187 fax

Mr. Andrew DeVigili
Partnership Employment Center
204 Court Street
Binghamton, NY 13902
607-206-3298
607-722-0869 fax

Ms. Lisa Theodore
Southern Tier Independence Center
24 Prospect Ave.
Binghamton, NY 13901
607-724-2111
607-772-3603 fax

Ms. Denene Ennes
Tioga Opportunities Inc.
9 Sheldon Guile Blvd.
Owego, NY 13827
607-687-4222
607-687-4236 fax

Mr. Paul Aukema
BOCES Tioga Employment Options
23 Jackson Ave.
Endicott, NY 13706
607-778-2136

Ms. Stefanie Egitto
Broome Co. Chamber of Commerce
PO Box 995
Binghamton, NY 13901
607-772-8860

Ms. Carol Mastroe
Broome County Dept. of Social Services
36-42 Main Street
Binghamton, NY 13905
607-778-3772

Ms. Jennifer Cubic
Broome County Urban League
43-45 Carroll St.
Binghamton, NY 13901
607-723-7303

Mr. Randall Cook
Broome Employment Center
171 Front St.
Binghamton, NY 13905
607-778-2136

Mr. Robert Crouse
NYS DOL Employment Services Division
Broome Tioga Works
2001 Perimeter Rd, East
Endicott, NY 13760
607-778-2136

Mr. Charles Jones
Opportunities for Broome
56 Whitney Ave.
Binghamton, NY 13901

Ms. Martha Sauerbrey
Tioga County Chamber of Commerce
188 Front St.
Owego, NY 13827
607-687-2020

Mr. Michael Dembowski
Broome Employment Center-Veterans Affairs
171 Front Street
Binghamton, NY 13905
607-778-2218

Ms. Dorothy Marinaccio
VESID
44 Hawley St. 7th Floor
Binghamton, NY 13901

Internet Sources:

timewarner.com/careers
monster.com
careerbuilder.com
Internal – Time Warner Cable Employees First
<https://at-twc.twcable.com>

Contact for all above web postings:
Time Warner Cable
CNY Division
Human Resources Department
P.O. Box 4733
Syracuse, New York 13221

Print Advertising:

Ms. Kari Lozier
Binghamton Press & Sun Bulletin
PO Box 1270
Binghamton, NY 13902

Ms. Nicki French
Mental Health Asso. Of Southern Tier
82 Oak St.
Binghamton, NY 13905
607-771-8888

Ms. Kathleen Kelly
Oneonta Job Corps Academy
21 Homer Folks Ave.
Oneonta, NY 13820

Ms. Charlene Jones
Refugee Assistance Program
2-8 Hawley St.
Binghamton, NY 13901

Ms. Sara Andros
Tioga Employment Center
231 Main St.
Owego, NY 13827
607-687-3555

Ms. Patricia Gaven
Veterans Services Center
174 Clinton St.
Binghamton, NY 13905
607-771-8387

Educational Venues:

Mr. Larry Truillo
Broome Community College
PO Box 1017
Binghamton, NY 13902
607-778-5205

Mr. Allan Merrell
Ridley-Lowell Business & Tech Institute
116 Front Street
Binghamton, NY 13905

Ms. April St. John
Career Development Center-Binghamton University
PO Box 6000
Binghamton, NY 13902
607-777-2553
607-777-4499

Internship Program:

Time Warner Cable, CNY Division
S.T.A.R.S Internship Program
607-778-5205

Media:

Clear Channel Communications

Ms. Danielle Kenyon
Public Service Channel
TWC Binghamton
483 Plaza Drive
Vestal, NY 13850

Time Warner Cable Contact Information:

Time Warner Cable
CNY Division
Human Resources Department
P.O. Box 4733
Syracuse, New York 13221

Vacancy Report - FCC Unit #0740

07/01/07 - 06/30/08

SetID	FCC Unit	FCC# Descr	Descr	Vacancies
DB23A	0740	Binghamton	Rep, Customer Care	33
DB23A	0740	Binghamton	Rep, Customer Care	8
DB23A	0740	Binghamton	Rep, Direct Sales	1
DB23A	0740	Binghamton	Tech, Installation	5
DB23A	0740	Binghamton	Tech, Installation	3
DB23A	0740	Binghamton	Tech, Network Ops	1

TWC EEO Source Evaluation From 7/1/2007 To 6/30/2008
For Full Time, External Positions Only

Binghamton Division - DB23A

FCC Unit: 0740

	Number of Applicants	Number of Interviewees	Number of Offers Accepted
Ad - Press & Sun Bulletin	2	2	2
Ad - Through a print, radio, or TV advertisement	21	20	5
College - Through campus recruiting, career fair, or alumni services	2	2	
Conversion - Temp General	1	1	1
Direct Sourcing - Contacted by a Time Warner recruiter	1	1	
Direct Sourcing - Open House	1	1	1
Internet - Another online recruiting or job posting site	12	7	4
Internet - DirectEmployers	6	4	2
Internet - DiversityInc.com	3	2	
Internet - General	1	1	1
Internet - Indeed	5	3	2
Job Fair - At a job fair or other recruiting event	5	5	2
Organization - Through a group to which I belong	1	1	
Professional Referral - Referred by a professional colleague	3	2	1
Referral - Referred by a Time Warner employee	23	23	4
Website - TimeWarner Careers	155	115	26
FCC Unit Total:	242	190	51

**From 7/1/2007 To 6/30/2008
For Full Time, External Positions
Only**

Binghamton Division - DB23A

FCC Unit: 0740

Candidate Id	Requisition Id	Date of Offer	Job Title	Referral Type
4788188	91047BR	11/27/2007	Rep, Customer Care	Website - TimeWarner Careers
5034595	96369BR	4/2/2008	Rep, Customer Care	Ad - Through a print, radio, or TV advertisement
5081309	85769BR	8/27/2007	Rep, Customer Care	Referral - Time Warner Cable Employee Referral
5711144	96369BR	4/3/2008	Rep, Customer Care	Website - TimeWarner Careers
6220089	96369BR	4/2/2008	Rep, Customer Care	Website - TimeWarner Careers
6615565	91047BR	11/27/2007	Rep, Customer Care	Ad - Through a print, radio, or TV advertisement
7425648	100192BR	6/30/2008	Rep, Customer Care	Internet - Indeed
7811173	91788BR	1/28/2008	Rep, Customer Care	Website - TimeWarner Careers
7876162	78742BR	7/16/2007	Rep, Customer Care	Website - TimeWarner Careers
7954425	91788BR	1/25/2008	Rep, Customer Care	Website - TimeWarner Careers
8303611	91047BR	11/27/2007	Rep, Customer Care	Direct Sourcing - Open House
8608096	88995BR	11/15/2007	Tech, Installation	Website - TimeWarner Careers
8774484	91788BR	1/10/2008	Rep, Customer Care	Referral - Time Warner Cable Employee Referral
8776938	93841BR	5/1/2008	Rep, Direct Sales	Website - TimeWarner Careers
8853448	78742BR	7/17/2007	Rep, Customer Care	Internet - Another online recruiting or job posting site
9014162	91047BR	11/27/2007	Rep, Customer Care	Website - TimeWarner Careers
9292996	78742BR	7/16/2007	Rep, Customer Care	Website - TimeWarner Careers
9317525	78742BR	7/16/2007	Rep, Customer Care	Internet - Another online recruiting or job posting site
9443197	78742BR	7/16/2007	Rep, Customer Care	Website - TimeWarner Careers
9448467	78742BR	6/26/2007	Rep, Customer Care	Referral - Time Warner Cable Employee Referral
9452081	91047BR	11/27/2007	Rep, Customer Care	Website - TimeWarner Careers
9503687	78742BR	6/29/2007	Rep, Customer Care	Internet - General
9534314	85769BR	9/12/2007	Rep, Customer Care	Ad - Through a print, radio, or TV advertisement
9537091	91047BR	11/27/2007	Rep, Customer Care	Job Fair - At a job fair or other recruiting event
9542142	78742BR	7/16/2007	Rep, Customer Care	Job Fair - At a job fair or other recruiting event
9562889	83726BR	9/11/2007	Tech, Installation	Website - TimeWarner Careers
9650194	83726BR	9/11/2007	Tech, Installation	Website - TimeWarner Careers
9659611	85769BR	8/27/2007	Rep, Customer Care	Ad - Press & Sun Bulletin
9668626	91788BR	1/25/2008	Rep, Customer Care	Website - TimeWarner Careers
9673633	100192BR	6/30/2008	Rep, Customer Care	Website - TimeWarner Careers
9687004	85769BR	9/12/2007	Rep, Customer Care	Internet - Another online recruiting or job posting site
9765931	91788BR	1/28/2008	Rep, Customer Care	Website - TimeWarner Careers
9768665	91047BR	11/27/2007	Rep, Customer Care	Ad - Through a print, radio, or TV advertisement
9783464	91047BR	11/27/2007	Rep, Customer Care	Website - TimeWarner Careers
9792971	91047BR	11/27/2007	Rep, Customer Care	Website - TimeWarner Careers
9834454	91047BR	11/27/2007	Rep, Customer Care	Professional Referral - Referred by a professional colleague
9904519	100352BR	7/17/2008	Tech, Installation	Ad - Press & Sun Bulletin
9958256	91330BR	2/27/2008	Tech, Network Ops	Conversion - Temp General
9965710	96282BR	3/5/2008	Tech, Installation	Website - TimeWarner Careers
9967483	96282BR	3/5/2008	Tech, Installation	Website - TimeWarner Careers
9971804	91788BR	1/25/2008	Rep, Customer Care	Website - TimeWarner Careers
9994535	91788BR	1/22/2008	Rep, Customer Care	Internet - DirectEmployers
10000846	96369BR	4/3/2008	Rep, Customer Care	Website - TimeWarner Careers
10005336	91788BR	1/25/2008	Rep, Customer Care	Website - TimeWarner Careers
10007867	91788BR	1/25/2008	Rep, Customer Care	Internet - DirectEmployers
10013699	91788BR	1/23/2008	Rep, Customer Care	Referral - Time Warner Cable Employee Referral
10018853	91788BR	1/25/2008	Rep, Customer Care	Ad - Through a print, radio, or TV advertisement
10163086	100352BR	6/30/2008	Tech, Installation	Internet - Indeed
10164047	96369BR	4/3/2008	Rep, Customer Care	Website - TimeWarner Careers
10232170	100352BR	6/30/2008	Tech, Installation	Website - TimeWarner Careers
10244668	100192BR	6/30/2008	Rep, Customer Care	Website - TimeWarner Careers

**Source Evaluation - Interviewed
From 7/1/2007 To 6/30/2008
For Full Time, External**

Binghamton Division - DB23A

FCC Unit: 0740

Candidate Id	Requisition Id	Date of Interview	Job Title	Referral Type
4230099	91788BR	1/22/2008	Rep, Customer Care	Website - TimeWarner Careers
4287335	73563BR	11/16/2007	Network Engineer	Referral - Referred by a Time Warner employee
4340996	91047BR	11/20/2007	Rep, Customer Care	Ad - Through a print, radio, or TV advertisement
4591324	91047BR	11/20/2007	Rep, Customer Care	Website - TimeWarner Careers
4662355	77506BR	12/5/2007	IT Supervisor - Front End Systems	Website - TimeWarner Careers
4717060	91330BR	2/27/2008	Tech, Network Ops	Website - TimeWarner Careers
4788188	86380BR	9/7/2007	Technical Support Professional	Website - TimeWarner Careers
4788188	91047BR	11/20/2007	Rep, Customer Care	Website - TimeWarner Careers
4855783	81459BR	8/22/2007	Dispatcher	Website - TimeWarner Careers
4917548	73563BR	11/16/2007	Network Engineer	Website - TimeWarner Careers
4917548	87116BR	11/23/2007	DNOC Analyst	Website - TimeWarner Careers
4929248	89414BR	11/12/2007	Network Technician	Website - TimeWarner Careers
4952588	86532BR	9/28/2007	Dispatcher	Website - TimeWarner Careers
4952588	89925BR	2/27/2008	Warehouse Manager	Website - TimeWarner Careers
5034595	96369BR	3/24/2008	Rep, Customer Care	Ad - Through a print, radio, or TV advertisement
5081309	85769BR	9/12/2007	Rep, Customer Care	Referral - Referred by a Time Warner employee
5208365	91327BR	1/15/2008	Technical Support Professional	Website - TimeWarner Careers
5233025	95625BR	4/2/2008	Security Investigator	Ad - Through a print, radio, or TV advertisement
5252077	87879BR	1/11/2008	Regional Technical Operations Manager	Website - TimeWarner Careers
5252452	87879BR	1/11/2008	Regional Technical Operations Manager	Website - TimeWarner Careers
5711144	96369BR	3/14/2008	Rep, Customer Care	Website - TimeWarner Careers
6220089	96369BR	3/19/2008	Rep, Customer Care	Website - TimeWarner Careers
6241973	100192BR	5/19/2008	Rep, Customer Care	Internet - Another online recruiting or job posting site
6304641	81459BR	8/22/2007	Dispatcher	Referral - Referred by a Time Warner employee
6373766	87116BR	11/23/2007	DNOC Analyst	Website - TimeWarner Careers
6373766	91330BR	2/27/2008	Tech, Network Ops	Website - TimeWarner Careers
6542146	73563BR	11/16/2007	Network Engineer	Referral - Referred by a Time Warner employee
6615565	91047BR	11/20/2007	Rep, Customer Care	Ad - Through a print, radio, or TV advertisement
6772251	95625BR	4/2/2008	Security Investigator	Referral - Referred by a Time Warner employee
6891943	91047BR	11/20/2007	Rep, Customer Care	Ad - Through a print, radio, or TV advertisement
6917583	91788BR	1/16/2008	Rep, Customer Care	Website - TimeWarner Careers
6931057	87116BR	11/23/2007	DNOC Analyst	Referral - Referred by a Time Warner employee

6931057	91330BR	2/27/2008	Tech, Network Ops	Referral - Referred by a Time Warner employee
7235505	98618BR	6/12/2008	Quality Control Inspector	Referral - Referred by a Time Warner employee
7305946	85769BR	8/27/2007	Rep, Customer Care	Website - TimeWarner Careers
7338273	96369BR	3/14/2008	Rep, Customer Care	Website - TimeWarner Careers
7343158	87116BR	11/23/2007	DNOC Analyst	Website - TimeWarner Careers
7343158	91330BR	2/27/2008	Tech, Network Ops	Website - TimeWarner Careers
7425648	100192BR	5/19/2008	Rep, Customer Care	Internet - Indeed
7428136	95625BR	4/2/2008	Security Investigator	Ad - Through a print, radio, or TV advertisement
7508825	73563BR	11/16/2007	Network Engineer	College - Through campus recruiting, career fair, or alumni services
7558774	87879BR	1/11/2008	Regional Technical Operations Manager	Website - TimeWarner Careers
7641151	83726BR	9/11/2007	Tech, Installation	Website - TimeWarner Careers
7720477	96369BR	3/14/2008	Rep, Customer Care	Website - TimeWarner Careers
7811173	91788BR	1/14/2008	Rep, Customer Care	Website - TimeWarner Careers
7954425	91788BR	1/15/2008	Rep, Customer Care	Website - TimeWarner Careers
7970371	83726BR	9/11/2007	Tech, Installation	Ad - Through a print, radio, or TV advertisement
7970371	85769BR	8/27/2007	Rep, Customer Care	Ad - Through a print, radio, or TV advertisement
8044229	91330BR	2/27/2008	Tech, Network Ops	Website - TimeWarner Careers
8134338	96282BR	4/25/2008	Tech, Installation	Website - TimeWarner Careers
8145061	86532BR	9/28/2007	Dispatcher	Referral - Referred by a Time Warner employee
8145061	87116BR	11/23/2007	DNOC Analyst	Referral - Referred by a Time Warner employee
8191719	91327BR	1/15/2008	Technical Support Professional	Website - TimeWarner Careers
8222248	91047BR	11/20/2007	Rep, Customer Care	Referral - Referred by a Time Warner employee
8288571	83726BR	9/11/2007	Tech, Installation	Website - TimeWarner Careers
8288571	85769BR	8/27/2007	Rep, Customer Care	Website - TimeWarner Careers
8303611	91047BR	11/27/2007	Rep, Customer Care	Direct Sourcing - Open House
8478140	100194BR	6/30/2008	Rep, Customer Care	Website - TimeWarner Careers
8608096	83726BR	9/11/2007	Tech, Installation	Website - TimeWarner Careers
8608096	88995BR	11/15/2007	Tech, Installation	Website - TimeWarner Careers
8716922	91047BR	11/20/2007	Rep, Customer Care	Website - TimeWarner Careers
8774484	91788BR	1/22/2008	Rep, Customer Care	Referral - Referred by a Time Warner employee
8776938	93841BR	5/1/2008	Rep, Direct Sales	Website - TimeWarner Careers
8853448	78742BR	7/11/2007	Rep, Customer Care	Internet - Another online recruiting or job posting site
8867436	96282BR	4/25/2008	Tech, Installation	Website - TimeWarner Careers
8892946	91788BR	1/10/2008	Rep, Customer Care	Website - TimeWarner Careers
8922340	91327BR	1/15/2008	Technical Support Professional	Professional Referral - Referred by a professional colleague
8974282	83726BR	9/11/2007	Tech, Installation	Website - TimeWarner Careers
8992939	91047BR	11/20/2007	Rep, Customer Care	Organization - Through a group to which I belong
9014162	91047BR	11/20/2007	Rep, Customer Care	Website - TimeWarner Careers
9015068	83726BR	9/11/2007	Tech, Installation	Website - TimeWarner Careers
9077895	77506BR	12/5/2007	IT Supervisor - Front End Systems	Job Fair - At a job fair or other recruiting event

9092445	91047BR	11/20/2007	Rep, Customer Care	Job Fair - At a job fair or other recruiting event
9140513	73563BR	11/16/2007	Network Engineer	Website - TimeWarner Careers
149316	83726BR	9/11/2007	Tech, Installation	Referral - Referred by a Time Warner employee
9164611	87879BR	1/11/2008	Regional Technical Operations Manager	Direct Sourcing - Contacted by a Time Warner recruiter
9208829	90628BR	4/1/2008	Digital Video Network Specialist	College - Through campus recruiting, career fair, or alumni services
9209824	85769BR	8/27/2007	Rep, Customer Care	Job Fair - At a job fair or other recruiting event
9239759	89414BR	11/12/2007	Network Technician	Website - TimeWarner Careers
9242995	89705BR	4/1/2008	Headend Network Technician	Referral - Referred by a Time Warner employee
9299619	85769BR	8/27/2007	Rep, Customer Care	Ad - Through a print, radio, or TV advertisement
9312489	77506BR	12/5/2007	IT Supervisor - Front End Systems	Ad - Through a print, radio, or TV advertisement
9448467	78742BR	7/16/2007	Rep, Customer Care	Referral - Referred by a Time Warner employee
9452081	100192BR	6/30/2008	Rep, Customer Care	Website - TimeWarner Careers
9491014	81459BR	8/22/2007	Dispatcher	Internet - Another online recruiting or job posting site
9503687	78742BR	7/16/2007	Rep, Customer Care	Internet - General
9504437	91047BR	11/20/2007	Rep, Customer Care	Internet - Another online recruiting or job posting site
9534314	85769BR	8/27/2007	Rep, Customer Care	Ad - Through a print, radio, or TV advertisement
9537091	91047BR	11/20/2007	Rep, Customer Care	Job Fair - At a job fair or other recruiting event
9547908	91047BR	11/20/2007	Rep, Customer Care	Website - TimeWarner Careers
9552325	91047BR	11/20/2007	Rep, Customer Care	Website - TimeWarner Careers
9562889	83726BR	9/11/2007	Tech, Installation	Website - TimeWarner Careers
9567763	91788BR	1/10/2008	Rep, Customer Care	Website - TimeWarner Careers
9570106	83726BR	9/11/2007	Tech, Installation	Website - TimeWarner Careers
9573122	86532BR	9/28/2007	Dispatcher	Website - TimeWarner Careers
9576077	83726BR	9/11/2007	Tech, Installation	Website - TimeWarner Careers
9582895	83726BR	9/11/2007	Tech, Installation	Internet - DiversityInc.com
9593458	83726BR	9/11/2007	Tech, Installation	Website - TimeWarner Careers
9596259	95625BR	4/2/2008	Security Investigator	Website - TimeWarner Careers
9613153	85769BR	8/27/2007	Rep, Customer Care	Ad - Through a print, radio, or TV advertisement
9616347	91047BR	11/20/2007	Rep, Customer Care	Website - TimeWarner Careers
9624602	85769BR	8/27/2007	Rep, Customer Care	Referral - Referred by a Time Warner employee
9637051	83726BR	9/11/2007	Tech, Installation	Website - TimeWarner Careers
9642664	85769BR	8/27/2007	Rep, Customer Care	Referral - Referred by a Time Warner employee
9646509	96282BR	4/25/2008	Tech, Installation	Website - TimeWarner Careers
9650194	83726BR	9/11/2007	Tech, Installation	Website - TimeWarner Careers
9652283	83726BR	9/11/2007	Tech, Installation	Ad - Through a print, radio, or TV advertisement
9652283	85769BR	8/27/2007	Rep, Customer Care	Ad - Through a print, radio, or TV advertisement
9655396	91788BR	1/10/2008	Rep, Customer Care	Website - TimeWarner Careers
9659146	83726BR	9/11/2007	Tech, Installation	Website - TimeWarner Careers

9659611	85769BR	9/12/2007	Rep, Customer Care	Ad - Press & Sun Bulletin
9668626	91788BR	1/10/2008	Rep, Customer Care	Website - TimeWarner Careers
9670328	100352BR	6/30/2008	Tech, Installation	Website - TimeWarner Careers
9673633	100192BR	5/19/2008	Rep, Customer Care	Website - TimeWarner Careers
9684608	91047BR	11/20/2007	Rep, Customer Care	Job Fair - At a job fair or other recruiting event
9687004	85769BR	8/29/2007	Rep, Customer Care	Internet - Another online recruiting or job posting site
9697859	100352BR	6/30/2008	Tech, Installation	Website - TimeWarner Careers
9697859	86380BR	9/7/2007	Technical Support Professional	Website - TimeWarner Careers
9700638	86532BR	9/28/2007	Dispatcher	Website - TimeWarner Careers
9737553	96282BR	4/25/2008	Tech, Installation	Website - TimeWarner Careers
9738095	86606BR	11/16/2007	Technician, Maintenance	Website - TimeWarner Careers
9744788	91047BR	11/20/2007	Rep, Customer Care	Referral - Referred by a Time Warner employee
9745380	91047BR	11/20/2007	Rep, Customer Care	Referral - Referred by a Time Warner employee
9747537	91047BR	11/20/2007	Rep, Customer Care	Internet - Another online recruiting or job posting site
9765931	91788BR	1/10/2008	Rep, Customer Care	Website - TimeWarner Careers
9768665	91047BR	11/20/2007	Rep, Customer Care	Ad - Through a print, radio, or TV advertisement
9768937	91047BR	11/20/2007	Rep, Customer Care	Ad - Through a print, radio, or TV advertisement
9782158	91047BR	11/20/2007	Rep, Customer Care	Website - TimeWarner Careers
9783464	91047BR	11/20/2007	Rep, Customer Care	Website - TimeWarner Careers
9792971	91047BR	11/20/2007	Rep, Customer Care	Website - TimeWarner Careers
9792971	95625BR	4/2/2008	Security Investigator	Website - TimeWarner Careers
9798945	96369BR	3/14/2008	Rep, Customer Care	Website - TimeWarner Careers
9815937	91047BR	11/20/2007	Rep, Customer Care	Internet - DiversityInc.com
9828347	91047BR	11/20/2007	Rep, Customer Care	Referral - Referred by a Time Warner employee
9834454	91047BR	11/20/2007	Rep, Customer Care	Professional Referral - Referred by a professional colleague
9851971	96282BR	4/25/2008	Tech, Installation	Internet - Indeed
9868695	96282BR	4/25/2008	Tech, Installation	Ad - Through a print, radio, or TV advertisement
9880282	89925BR	2/27/2008	Warehouse Manager	Ad - Through a print, radio, or TV advertisement
9880547	89925BR	2/27/2008	Warehouse Manager	Ad - Through a print, radio, or TV advertisement
9904519	100352BR	7/17/2008	Tech, Installation	Ad - Press & Sun Bulletin
9904519	91788BR	1/10/2008	Rep, Customer Care	Website - TimeWarner Careers
9904519	96282BR	3/5/2008	Tech, Installation	Website - TimeWarner Careers
9910560	90628BR	4/1/2008	Digital Video Network Specialist	Referral - Referred by a Time Warner employee
9946406	96369BR	3/18/2008	Rep, Customer Care	Website - TimeWarner Careers
9952446	91788BR	1/10/2008	Rep, Customer Care	Website - TimeWarner Careers
9952525	91788BR	1/10/2008	Rep, Customer Care	Website - TimeWarner Careers
9952525	96282BR	4/25/2008	Tech, Installation	Website - TimeWarner Careers
9958256	91330BR	2/27/2008	Tech, Network Ops	Conversion - Temp General

9965710	96282BR	3/5/2008	Tech, Installation	Website - TimeWarner Careers
9967483	96282BR	3/5/2008	Tech, Installation	Website - TimeWarner Careers
971804	91788BR	1/10/2008	Rep, Customer Care	Website - TimeWarner Careers
9981124	96282BR	4/25/2008	Tech, Installation	Website - TimeWarner Careers
9982008	96282BR	4/25/2008	Tech, Installation	Website - TimeWarner Careers
9986359	91788BR	1/14/2008	Rep, Customer Care	Website - TimeWarner Careers
9993639	91788BR	1/10/2008	Rep, Customer Care	Internet - DirectEmployers
9994535	91788BR	1/10/2008	Rep, Customer Care	Internet - DirectEmployers
10000846	96369BR	3/14/2008	Rep, Customer Care	Website - TimeWarner Careers
10005336	91788BR	1/14/2008	Rep, Customer Care	Website - TimeWarner Careers
10007867	91788BR	1/16/2008	Rep, Customer Care	Internet - DirectEmployers
10009605	91788BR	1/16/2008	Rep, Customer Care	Website - TimeWarner Careers
10010716	96282BR	4/25/2008	Tech, Installation	Website - TimeWarner Careers
10013699	91788BR	1/31/2008	Rep, Customer Care	Referral - Referred by a Time Warner employee
10018853	91788BR	1/15/2008	Rep, Customer Care	Ad - Through a print, radio, or TV advertisement
10023216	91788BR	1/18/2008	Rep, Customer Care	Website - TimeWarner Careers
10029516	93841BR	5/1/2008	Rep, Direct Sales	Website - TimeWarner Careers
10034087	93841BR	5/1/2008	Rep, Direct Sales	Website - TimeWarner Careers
10044260	93841BR	5/1/2008	Rep, Direct Sales	Website - TimeWarner Careers
10048746	91788BR	1/24/2008	Rep, Customer Care	Website - TimeWarner Careers
10065608	93841BR	5/1/2008	Rep, Direct Sales	Website - TimeWarner Careers
10111781	96369BR	3/14/2008	Rep, Customer Care	Website - TimeWarner Careers
10159809	96369BR	3/19/2008	Rep, Customer Care	Website - TimeWarner Careers
10163086	100352BR	6/30/2008	Tech, Installation	Internet - Indeed
10164047	96369BR	3/14/2008	Rep, Customer Care	Website - TimeWarner Careers
10164091	100352BR	6/30/2008	Tech, Installation	Website - TimeWarner Careers
10166686	100352BR	6/30/2008	Tech, Installation	Website - TimeWarner Careers
10178541	96369BR	3/19/2008	Rep, Customer Care	Website - TimeWarner Careers
10197817	96369BR	3/14/2008	Rep, Customer Care	Website - TimeWarner Careers
10202981	100352BR	6/30/2008	Tech, Installation	Website - TimeWarner Careers
10209422	96369BR	3/18/2008	Rep, Customer Care	Website - TimeWarner Careers
10209831	96369BR	3/18/2008	Rep, Customer Care	Internet - DirectEmployers
10210706	96369BR	3/18/2008	Rep, Customer Care	Website - TimeWarner Careers
10211926	96369BR	3/18/2008	Rep, Customer Care	Website - TimeWarner Careers
10214983	100352BR	6/30/2008	Tech, Installation	Website - TimeWarner Careers
10232170	100352BR	6/30/2008	Tech, Installation	Website - TimeWarner Careers
10244668	100192BR	5/19/2008	Rep, Customer Care	Website - TimeWarner Careers
10264330	100192BR	5/21/2008	Rep, Customer Care	Website - TimeWarner Careers
10280819	100192BR	5/19/2008	Rep, Customer Care	Referral - Referred by a Time Warner employee
10291979	100352BR	6/30/2008	Tech, Installation	Website - TimeWarner Careers
10359596	100192BR	5/19/2008	Rep, Customer Care	Website - TimeWarner Careers
10360544	100192BR	5/19/2008	Rep, Customer Care	Website - TimeWarner Careers