

Federal Communications Commission Washington, D.C. 20554 <b style="text-align: center;">FCC 396-C	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 - 20090928AJL

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 # 10622

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
 FAIRFAX, VA

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>Janet Parker</i>	Title	VP, HR
Date	<i>Sept. 2, 2009</i>	Name of Respondent	JANET PARKER
Telephone No. (include area code)	7047313000		

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

Exhibits

2009 Recruitment Initiatives

CFR § 76.75 (b) (2)

Time Warner Cable – Corporate – Herndon, Virginia
FCC Unit: 10622

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

- a. On September 18th & 19th 2008, the Talent Acquisition Manager and three recruiters participated in the National Black MBA Association National Conference Career Fair in Washington, DC. The event hosted approximately 5,000 people within various industries. The recruiters that attended provided information regarding current job openings and career opportunities within the organization. The job fair targeted diverse individuals and provided job seekers with a forum to learn about communications industry opportunities with companies that support a diverse work environment. In this effort, the Company focused on presenting diverse individuals with opportunities within the Communications Industry.

- b. In August 2008, a recruiter the Time Warner Cable Corporate attended the ASCEND (Pan-Asian leaders in Finance and Accounting) Conference and Career Fair in New York City, NY. This conference and career fair was to bring together professionals in the field of finance accounting and other related businesses. The human resources (Talent Acquisition) representative provided information regarding current job openings and career opportunities across the TWC enterprise. The job fair targeted Finance and Accounting professionals with various skills, such as CIO's, financial managers, financial accountants, project managers and financial analysts.

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

- a. Time Warner Cable Corporate – Herndon offered the Managing for Results training workshop to all people leaders in 2008. This workshop is a comprehensive management development program that has been designed in conjunction with Right Management, one of the top consulting firms in the area of leadership development. The program provides fundamental tools to enhance managerial capability and is closely linked to many of Time Warner Cable's core practices. This program consists of 4 modules where participants (People Managers) attend 4 separate training sessions (modules). The content of the modules focuses on: Overview: 4 module program where participants (Directors) attend a training session 2 times a month for 2 months, along with participating in the 360 feedback process. The content of the modules will focus on: Leadership and Communication, Building a High Performance Team, Motivating and Developing Employees, and Challenging Conversations. These sessions were held on September 16th and 18th, and then October 14th and 16th. There were 16 people in attendance.

- b. Time Warner Cable Corporate – Herndon offers a Behavioral Interviewing training program to all people leaders at least once per quarter. This began in the second quarter of 2009 and we have held two sessions to date. 8 employees attended this program. In addition, the Talent Acquisition Manager and Recruiters regularly provide individual and department guidance on Behavioral Interviewing during all new position kickoff meetings using the guidelines set forth in this training program. The purpose of the Behavioral Interview training program is for people leaders to learn how to apply competency based interviewing skills that will result in fair and consistent hiring practices.

PeopleSoft
 FCC SOURCE EVALUATION REPORT

Report ID: TWIHR83N
 FCC Source Evaluation Report
 FCC Unit: 10622 - ATG/CC
 County: Fairfax
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Ad - Time Warner Cable Careers Channel	2	2	2
College - George Mason	1	0	0
Contingency Agency - Acclaim	1	1	1
Contingency Agency - Employment Security Commiss	1	1	1
Contingency Agency - General	2	1	0
Contingency Agency - Smith Hanley	1	1	1
Contractor - Conversion	3	3	3
Conversion - Contractor	18	16	16
Conversion - Temp Spherion	1	1	1
Direct Sourcing - Executive Search	1	1	1
Direct Sourcing - Recruiter Cold Call	6	4	3
Direct Sourcing - Recruiter Networking	16	10	2
Former Intern - Returning STARS	1	1	1
Internet - CallCenterJobs.com	1	0	0
Internet - Career Builders	1	3	1
Internet - Craigslist.com	1	1	1
Internet - Dice.com	1	1	1
Internet - DirectEmployers	1	0	0
Internet - DiversityInc.com	4	0	0
Internet - Indeed	22	5	0
Internet - LinkedIn	3	1	0
Internet - Monster	15	7	2
Internet - varietycareers.com	1	0	0
Referral - AOL Employee Referral	3	2	1
Referral - Executive Referral	1	1	1
Referral - Manager	15	14	14
Referral - TW Cable Employee Referral	33	26	21
Website - Niche Redirect Site	2	0	0
Website - TWC Divesture 2009	3	2	0
Website - TimeWarner Careers	484	99	29
10622 Totals	655	204	103

PeopleSoft
FCC SOURCING REPORT

Report ID: TWIHR83N
FCC Sourcing Report
FCC Unit: 10622 - ATG/CC
County: Fairfax
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
100622BR	Operator Tier 2, NOC	Contractor - Conversion	1	1
		Total	1	1
100682BR	Sr Director, Programming	Referral - TW Cable Employee Referral	1	1
		Total	1	1
100818BR	Sr Engineer	Referral - Manager	1	1
		Total	1	1
102425BR	Administrative Assistant	Ad - Time Warner Cable Careers Channel	1	1
		Total	1	1
103041BR	Principle Architect	Referral - Executive Referral	1	1
		Total	1	1
103116BR	Engineer	Referral - TW Cable Employee Referral	1	1
		Total	1	1
104011BR	Sr Director, Tech Ops	Referral - TW Cable Employee Referral	1	1
		Total	1	1
104015BR	Sr Director, Tech Ops	Website - TimeWarner Careers	4	1
		Total	4	1
10494BR	Sr Director, Tech Ops	Contingency Agency - Acclaim	1	1
		Website - TimeWarner Careers	1	0
		Total	2	1
104544BR	Sr Engineer	Website - TimeWarner Careers	1	1
		Total	1	1
104788BR	Director, Marketing	Direct Sourcing - Recruiter Networking	1	1
		Website - TimeWarner Careers	4	0
		Total	5	1
104908BR	Engineer	Referral - TW Cable Employee Referral	1	1
		Website - TimeWarner Careers	1	0
		Direct Sourcing - Recruiter Networking	1	0
		Total	3	1
104921BR	Mgr, Product Development	Website - TimeWarner Careers	3	1
		Total	3	1
104932BR	Sr Engineer	Conversion - Contractor	1	1
		Total	1	1

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 County: Fairfax
 Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
105042BR	Supervisor, Info Tech	Contingency Agency - Employment Security Commiss	1	1
		Total	1	1
105043BR	Supervisor, Info Tech	Referral - Manager	1	1
		Total	1	1
105306BR	Principal Engineer	Referral - Manager	1	1
		Total	1	1
105321BR	Mgr, Tech Ops	Website - TimeWarner Careers	2	1
		Total	2	1
105461BR	Mgr, QA	Website - TimeWarner Careers	3	1
		Internet - LinkedIn	1	0
		Total	4	1
105463BR	Sr Project Mgr	Website - TimeWarner Careers	1	1
		Total	1	1
105564BR	Director, Engineering	Referral - Manager	1	1
		Total	1	1
105600BR	Director, Technical Service	Referral - Manager	1	1
		Total	1	1
105860BR	Engineer	Direct Sourcing - Recruiter Cold Call	1	1
		Website - TimeWarner Careers	1	0
		Total	2	1
106430BR	Engineer	Conversion - Contractor	1	1
		Total	1	1
106626BR	Engineer	Direct Sourcing - Recruiter Networking	1	1
		Website - TimeWarner Careers	1	0
		Total	2	1
106714BR	Director, New Product Dev	Referral - TW Cable Employee Referral	1	1
		Internet - Monster	1	0
		Website - TimeWarner Careers	3	0
		Total	5	1
106767BR	Analyst 3, Finance	Website - TimeWarner Careers	2	1
		Total	2	1

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

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
106914BR	Sr Project Mgr	Website - TimeWarner Careers	1	1
		Total	1	1
106996BR	Mgr, Product Development	Website - TimeWarner Careers	2	1
		Referral - AOL Employee Referral	1	0
		Total	3	1
107389BR	Engineer	Website - TimeWarner Careers	1	1
		Total	1	1
107785BR	Sr Vice President	Direct Sourcing - Executive Search	1	1
		Total	1	1
107798BR	Mgr, Operations	Internet - Monster	1	1
		Internet - Career Builders	1	0
		Referral - TW Cable Employee Referral	1	0
		Total	3	1
108070BR	Sr Engineer	Website - TimeWarner Careers	1	0
		Referral - Manager	1	1
		Total	2	1
108133BR	Sr Engineer	Internet - Craigslis.com	1	1
		Total	1	1
108221BR	Sr Engineer	Website - TimeWarner Careers	1	0
		Referral - TW Cable Employee Referral	1	1
		Total	2	1
108317BR	Sr Engineer	Conversion - Contractor	1	1
		Website - TimeWarner Careers	1	0
		Total	2	1
108497BR	Executive Assistant	Referral - TW Cable Employee Referral	1	1
		Website - TimeWarner Careers	2	0
		Total	3	1
108651BR	Mgr, Operations	Website - TimeWarner Careers	4	1
		Total	4	1
109193BR	Mgr, Product Development	Website - TimeWarner Careers	2	2
		Total	2	2
109222BR	Sr Director, Engineering	Conversion - Contractor	1	1
		Total	1	1

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

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FCC SOURCING REPORT

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
109296BR	Sr Mgr, Marketing	Referral - TW Cable Employee Referral	1	0
		Website - TimeWarner Careers	1	1
		Internet - Monster	1	0
		Total	3	1
109715BR	Director, Engineering	Referral - Manager	1	1
		Total	1	1
109717BR	Director, Engineering	Website - TimeWarner Careers	1	0
		Referral - Manager	1	1
		Total	2	1
109764BR	Principal Engineer	Conversion - Contractor	1	1
		Total	1	1
109973BR	Engineer	Ad - Time Warner Cable Careers Channel	1	1
		Total	1	1
110048BR	Operator Tier 2, NOC	Referral - Manager	1	1
		Total	1	1
110165BR	Engineer	Contractor - Conversion	1	1
		Total	1	1
110379BR	Executive Assistant	Website - TimeWarner Careers	3	1
		Internet - Indeed	1	0
		Total	4	1
110416BR	Operator Tier 2, NOC	Conversion - Contractor	2	2
		Total	2	2
110417BR	Operator Tier 2, NOC	Conversion - Contractor	1	1
		Total	1	1
110418BR	Operator Tier 2, NOC	Website - TimeWarner Careers	2	0
		Internet - Career Builders	1	0
		Referral - TW Cable Employee Referral	1	1
		Total	4	1
110468BR	Rep, Project	Website - TimeWarner Careers	5	1
		Total	5	1
110517BR	Sr Engineer	Direct Sourcing - Recruiter Networking	1	0
		Website - TWC Divesture 2009	1	0

PeopleSoft
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Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
110517BR	Sr Engineer	Referral - Manager	1	1
		Total	3	1
110523BR	Mgr, Tech Ops	Website - TimeWarner Careers	2	1
		Direct Sourcing - Recruiter Networking	1	0
		Total	3	1
110661BR	Analyst, Technical	Conversion - Contractor	1	1
		Total	1	1
110688BR	Director, Engineering	Referral - Manager	1	1
		Total	1	1
110734BR	Analyst, Technical	Website - TimeWarner Careers	3	1
		Website - TWC Divesture 2009	1	0
		Total	4	1
110735BR	Mgr, Tech Ops	Conversion - Contractor	1	1
		Total	1	1
110737BR	Executive Assistant	Website - TimeWarner Careers	1	0
		Conversion - Temp Spherion	1	1
		Total	2	1
110811BR	Mgr, Tech Ops	Website - TimeWarner Careers	3	1
		Total	3	1
110824BR	Mgr, Tech Ops	Website - TimeWarner Careers	3	1
		Total	3	1
110825BR	Project Mgr	Website - TimeWarner Careers	2	0
		Referral - Manager	1	1
		Total	3	1
110952BR	Operator Tier 2, NOC	Referral - TW Cable Employee Referral	4	2
		Website - TimeWarner Careers	3	1
		Internet - Indeed	1	0
		Total	8	3
110957BR	Mgr, Tech Ops	Website - TimeWarner Careers	4	1
		Total	4	1
110959BR	Mgr, Tech Ops	Website - TimeWarner Careers	1	0
		Referral - TW Cable Employee Referral	1	1
		Total	2	1

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REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
110975BR	Executive Assistant	Website - TimeWarner Careers	3	1
		Total	3	1
111029BR	Sr Engineer	Website - TimeWarner Careers	2	1
		Total	2	1
111365BR	Rep, Project	Conversion - Contractor	1	1
		Total	1	1
111372BR	Sr Paralegal	Website - TimeWarner Careers	1	0
		Referral - AOL Employee Referral	1	1
		Total	2	1
111373BR	Analyst, Records	Website - TimeWarner Careers	2	0
		Internet - Indeed	1	0
		Direct Sourcing - Recruiter Cold Call	1	1
		Internet - Monster	1	1
		Total	5	2
111375BR	Sr Writer, Technical	Referral - TW Cable Employee Referral	1	1
		Total	1	1
111424BR	Engineer	Conversion - Contractor	1	1
		Total	1	1
111451BR	Mgr, Tech Ops	Website - TimeWarner Careers	3	0
		Referral - Manager	1	1
		Total	4	1
111494BR	Executive Assistant	Internet - Monster	1	0
		Referral - TW Cable Employee Referral	1	1
		Total	2	1
111513BR	Mgr, Commercial Svcs	Conversion - Contractor	1	1
		Total	1	1
111527BR	Operator Tier 2, NOC	Referral - TW Cable Employee Referral	1	1
		Total	1	1
111553BR	Project Mgr	Website - TimeWarner Careers	1	0
		Internet - Indeed	1	0
		Referral - TW Cable Employee Referral	1	1
		Total	3	1

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REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
111577BR	Engineer	Direct Sourcing - Recruiter Cold Call	1	1
		Direct Sourcing - Recruiter Networking	1	0
		Total	2	1
111695BR	Project Mgr	Referral - TW Cable Employee Referral	1	1
		Total	1	1
111761BR	Sr Director, Marketing	Contingency Agency - General	1	0
		Contingency Agency - Smith Hanley	1	1
		Total	2	1
111841BR	Coord, Department	Website - TimeWarner Careers	1	0
		Direct Sourcing - Recruiter Cold Call	1	0
		Referral - TW Cable Employee Referral	2	1
		Total	4	1
112202BR	Sr Engineer	Referral - TW Cable Employee Referral	1	1
		Total	1	1
112297BR	Project Mgr	Referral - TW Cable Employee Referral	1	1
		Total	1	1
112298BR	Sr Engineer	Website - TimeWarner Careers	1	0
		Internet - Indeed	1	0
		Total	2	0
112299BR	Sr Engineer	Direct Sourcing - Recruiter Networking	1	0
		Internet - Dice.com	1	1
		Total	2	1
112316BR	Operator Tier 2, NOC	Internet - Monster	2	0
		Referral - TW Cable Employee Referral	1	1
		Total	3	1
112317BR	Operator Tier 2, NOC	Website - TimeWarner Careers	2	1
		Total	2	1
112331BR	Administrator, Legal	Internet - Career Builders	1	1
		Total	1	1
112342BR	Operator Tier 2, NOC	Website - TimeWarner Careers	1	1
		Total	1	1
112676BR	Associate Engineer	Former Intern - Returning STARS	1	1
		Conversion - Contractor	1	1

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REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
112678BR	Engineer	Conversion - Contractor	2	2
		Total	1	1
		Total	1	1
112680BR	Sr Engineer	Conversion - Contractor	1	1
		Total	1	1
112710BR	Project Mgr	Website - TimeWarner Careers	1	0
		Referral - TW Cable Employee Referral	1	1
		Total	2	1
112756BR	Operator Tier 2, NOC	Website - TimeWarner Careers	2	1
		Total	2	1
113300BR	Sr Analyst, Marketing	Contractor - Conversion	1	1
		Total	1	1
96858BR	Developer, Web	Website - TimeWarner Careers	1	1
		Total	1	1
97996BR	Associate Counsel	Website - TimeWarner Careers	1	1
		Direct Sourcing - Recruiter Networking	3	0
		Total	4	1
98913BR	Director, Engineering	Referral - Manager	1	1
		Website - TimeWarner Careers	1	0
		Total	2	1
		1062 Totals	204	103

PeopleSoft
FCC SOURCING DETAIL REPORT

Report ID: TWIHR84N
FCC Sourcing Detail Report
FCC Unit: 10622 - ATG/CC
County: Fairfax
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last Hr Status	Source Description
100622BR	Operator Tier 2, NOC	2997891	Applicant	Website - TimeWarner Careers
		4037401	Applicant	Website - TimeWarner Careers
		6476810	Applicant	Website - TimeWarner Careers
		6478019	Applicant	Website - TimeWarner Careers
		6854939	Hired	Contractor - Conversion
	Total		6	Website - TimeWarner Careers
100682BR	Sr Director, Programming	10365154	Applicant	Website - TimeWarner Careers
		1741306	Applicant	Website - TimeWarner Careers
		1749814	Hired	Referral - TW Cable Employee Referral
	Total		3	
100818BR	Sr Engineer	10441820	Applicant	Website - TimeWarner Careers
		10452823	Applicant	Website - TimeWarner Careers
		4158748	Applicant	Website - TimeWarner Careers
		4906511	Applicant	Website - TimeWarner Careers
		7962216	Hired	Referral - Manager
	Total		5	
102425BR	Administrative Assistant	10413173	Applicant	Website - TimeWarner Careers
		10465244	Applicant	Website - TimeWarner Careers
		10465802	Applicant	Website - TimeWarner Careers
		10537181	Applicant	Website - TimeWarner Careers
		9618069	Hired	Ad - Time Warner Cable Careers Channel
	Total		5	
103041BR	Principle Architect	10204904	Applicant	Website - TimeWarner Careers
		10488510	Applicant	Website - TimeWarner Careers
		10565092	Hired	Referral - Executive Referral
		4919974	Applicant	Website - TimeWarner Careers
		5939867	Applicant	Website - TimeWarner Careers
	Total		5	
103116BR	Engineer	10297976	Hired	Referral - TW Cable Employee Referral
		10491458	Applicant	Website - TimeWarner Careers
		10493674	Applicant	Internet - Monster
		10497940	Applicant	Referral - AOL Employee Referral
		10498692	Applicant	Internet - Career Builders
		9128597	Applicant	Website - TimeWarner Careers
	Total		6	
104011BR	Sr Director, Tech Ops	10204904	Applicant	Website - TimeWarner Careers
		2741910	Applicant	Website - TimeWarner Careers
		4798935	Hired	Referral - TW Cable Employee Referral

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

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
104011BR	Sr Director, Tech Ops	5211011	Applicant	Website - TimeWarner Careers
		7761735	Applicant	Website - TimeWarner Careers
	Total		5	
104015BR	Sr Director, Tech Ops	10204904	Interviewed	Website - TimeWarner Careers
		10376932	Applicant	Internet - DiversityInc.com
		10547088	Applicant	Website - TimeWarner Careers
		10660808	Hired	Website - TimeWarner Careers
		7867840	Interviewed	Website - TimeWarner Careers
	Total		6	
104494BR	Sr Director, Tech Ops	10376932	Hired	Contingency Agency - Acclaim
		10662422	Applicant	Website - TimeWarner Careers
		2741910	Applicant	Website - TimeWarner Careers
		7867840	Interviewed	Website - TimeWarner Careers
		8913653	Applicant	Website - TimeWarner Careers
	Total		5	
104544BR	Sr Engineer	10014596	Applicant	Website - TimeWarner Careers
		10063029	Applicant	Website - TimeWarner Careers
		10441820	Hired	Website - TimeWarner Careers
		10563512	Applicant	Website - TimeWarner Careers
		4979279	Applicant	Website - TimeWarner Careers
	Total		5	
104788BR	Director, Marketing	10647128	Interviewed	Website - TimeWarner Careers
		3567003	Hired	Direct Sourcing - Recruiter Networking
		8481613	Interviewed	Website - TimeWarner Careers
		8550703	Interviewed	Website - TimeWarner Careers
		9080043	Interviewed	Website - TimeWarner Careers
	Total		5	
104908BR	Engineer	10629760	Interviewed	Website - TimeWarner Careers
		10674793	Applicant	Website - TimeWarner Careers
		5357019	Interviewed	Direct Sourcing - Recruiter Networking
		6391523	Applicant	Website - TimeWarner Careers
		7346990	Hired	Referral - IW Cable Employee Referral
	Total		5	
104921BR	Mgr, Product Development	10109391	Hired	Website - TimeWarner Careers
		3095462	Interviewed	Website - TimeWarner Careers
		7848206	Applicant	Website - TimeWarner Careers
		9851827	Interviewed	Website - TimeWarner Careers
	Total		4	

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104932BR	Sr Engineer	10472220	Applicant	Website - TimeWarner Careers
		10834161	Applicant	Direct Sourcing - Recruiter Networking
		10838087	Applicant	Conversion - Contractor
		10970960	Hired	Conversion - Contractor
		3172231	Applicant	Website - TimeWarner Careers
		5933447	Applicant	Website - TimeWarner Careers
		6003465	Applicant	Website - TimeWarner Careers
		8656895	Applicant	Internet - Monster
		9046895	Applicant	Website - TimeWarner Careers
		Total		9
105042BR	Supervisor, Info Tech	10384452	Applicant	Website - TimeWarner Careers
		10543801	Applicant	Internet - Indeed
		10603008	Hired	Contingency Agency - Employment Security Commiss
Total		3		
105043BR	Supervisor, Info Tech	10425082	Applicant	Website - TimeWarner Careers
		10543801	Applicant	Internet - Indeed
		10645898	Hired	Referral - Manager
		2997894	Applicant	Website - TimeWarner Careers
		4037401	Applicant	Website - TimeWarner Careers
		5365876	Applicant	Website - TimeWarner Careers
Total		6		
105306BR	Principal Engineer	10634184	Hired	Referral - Manager
		2533488	Applicant	Website - TimeWarner Careers
		4043237	Applicant	Website - TimeWarner Careers
		7867840	Applicant	Website - TimeWarner Careers
		8437329	Applicant	Website - TimeWarner Careers
Total		5		
105321BR	Mgr, Tech Ops	10706222	Hired	Website - TimeWarner Careers
		2132969	Interviewed	Website - TimeWarner Careers
		8796283	Applicant	Website - TimeWarner Careers
		9106864	Applicant	Website - TimeWarner Careers
Total		4		
105461BR	Mgr, QA	10243243	Applicant	Website - TimeWarner Careers
		10729573	Applicant	Website - TimeWarner Careers
		10762257	Applicant	Website - TimeWarner Careers
		10783770	Interviewed	Internet - LinkedIn
		3531976	Interviewed	Website - TimeWarner Careers
4835143	Interviewed	Website - TimeWarner Careers		
4987407	Applicant	Internet - Monster		

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105461BR	Mgr, QA	8650043	Applicant	Website - TimeWarner Careers
		8987486	Applicant	Website - TimeWarner Careers
		9577727	Hired	Website - TimeWarner Careers
		9755266	Applicant	Website - TimeWarner Careers
		Total	11	
105463BR	Sr Project Mgr	10120721	Hired	Website - TimeWarner Careers
		10644794	Applicant	Internet - LinkedIn
		10645761	Applicant	Website - TimeWarner Careers
		6163494	Applicant	Website - TimeWarner Careers
		Total	4	
105564BR	Director, Engineering	10518127	Applicant	Website - TimeWarner Careers
		3633725	Hired	Referral - Manager
		6990129	Applicant	Website - TimeWarner Careers
		8375443	Applicant	Website - TimeWarner Careers
		9131963	Applicant	Website - TimeWarner Careers
		Total	5	
105600BR	Director, Technical Service	10680295	Hired	Referral - Manager
		4849081	Applicant	Website - TimeWarner Careers
		7837823	Applicant	Website - TimeWarner Careers
		Total	3	
105860BR	Engineer	10454748	Applicant	Website - TimeWarner Careers
		10455959	Applicant	Website - Niche Redirect Site
		10464064	Hired	Direct Sourcing - Recruiter Cold Call
		7525859	Interviewed	Website - TimeWarner Careers
		9530017	Applicant	Website - TimeWarner Careers
		Total	5	
106430BR	Engineer	10668448	Applicant	Internet - LinkedIn
		10699657	Applicant	Website - TimeWarner Careers
		10713080	Hired	Conversion - Contractor
		10726104	Applicant	Website - TimeWarner Careers
		7691439	Applicant	Website - TimeWarner Careers
		Total	5	
106626BR	Engineer	10243243	Interviewed	Website - TimeWarner Careers
		10751831	Applicant	Website - TimeWarner Careers
		4384982	Applicant	Website - TimeWarner Careers
		6300535	Applicant	Website - TimeWarner Careers
		9273242	Hired	Direct Sourcing - Recruiter Networking
		Total	5	

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Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
106714BR	Director, New Product Dev	10724737	Applicant	Website - TimeWarner Careers
		10729820	Hired	Referral - TW Cable Employee Referral
		10746129	Applicant	Website - TimeWarner Careers
		10794024	Interviewed	Website - TimeWarner Careers
		10864670	Applicant	Website - TimeWarner Careers
		1759817	Applicant	Website - TimeWarner Careers
		2741910	Interviewed	Internet - Monster
		4360009	Interviewed	Website - TimeWarner Careers
		5282060	Interviewed	Website - TimeWarner Careers
		9180296	Applicant	Website - TimeWarner Careers
		Total	10	
106767BR	Analyst 3, Finance	3864068	Applicant	Referral - TW Cable Employee Referral
		7120634	Applicant	Website - TimeWarner Careers
		7837807	Hired	Website - TimeWarner Careers
		8917976	Interviewed	Website - TimeWarner Careers
		Total	4	
106914BR	Sr Project Mgr	10418554	Applicant	Website - TimeWarner Careers
		8278645	Applicant	Website - TimeWarner Careers
		8917893	Applicant	Website - TimeWarner Careers
		9097231	Applicant	Website - TimeWarner Careers
		9975403	Hired	Website - TimeWarner Careers
		Total	5	
106996BR	Mgr, Product Development	10517663	Interviewed	Referral - AOL Employee Referral
		3095462	Hired	Website - TimeWarner Careers
		7386115	Applicant	Internet - Indeed
		8298896	Applicant	Internet - Career Builders
		9214715	Interviewed	Website - TimeWarner Careers
		Total	5	
107389BR	Engineer	10216004	Hired	Website - TimeWarner Careers
		10229906	Applicant	Website - TimeWarner Careers
		10759088	Applicant	Website - TimeWarner Careers
		10776101	Applicant	Website - TimeWarner Careers
		9557770	Applicant	Website - TimeWarner Careers
		Total	5	
107785BR	Sr Vice President	10588601	Applicant	Website - TimeWarner Careers
		10797030	Hired	Direct Sourcing - Executive Search
		10911856	Applicant	Direct Sourcing - Recruiter Networking
		8290673	Applicant	Direct Sourcing - Recruiter Networking
		Total	4	

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Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
107798BR	Mgr, Operations	10861359	Interviewed	Referral - TW Cable Employee Referral
		10893827	Hired	Internet - Monster
		3579475	Applicant	Internet - Monster
		6667562	Interviewed	Internet - Career Builders
		9872675	Applicant	Internet - Monster
Total			5	
107914BR	Sr Engineer	10813078	Applicant	Website - TimeWarner Careers
		10891405	Applicant	Website - TimeWarner Careers
		1755679	Applicant	Internet - Career Builders
		4119644	Applicant	Website - TimeWarner Careers
		4909108	Applicant	Website - TimeWarner Careers
		8169906	Applicant	Website - TimeWarner Careers
		9498194	Applicant	Website - TimeWarner Careers
Total			7	
108070BR	Sr Engineer	10796842	Applicant	Website - TimeWarner Careers
		10916545	Interviewed	Website - TimeWarner Careers
		3189889	Hired	Referral - Manager
		5117483	Applicant	Website - TimeWarner Careers
		9731862	Applicant	Internet - Indeed
Total			5	
108133BR	Sr Engineer	10847881	Applicant	Website - TimeWarner Careers
		10862299	Applicant	Website - TimeWarner Careers
		10886943	Hired	Internet - Craigslist.com
		3172231	Applicant	Website - TimeWarner Careers
		9960251	Applicant	Website - TimeWarner Careers
Total			5	
108221BR	Sr Engineer	10813078	Applicant	Website - TimeWarner Careers
		10875450	Applicant	Referral - TW Cable Employee Referral
		11049045	Hired	Referral - TW Cable Employee Referral
		3736244	Applicant	Referral - TW Cable Employee Referral
		4188080	Applicant	Website - TimeWarner Careers
		6263172	Interviewed	Website - TimeWarner Careers
Total			6	
108317BR	Sr Engineer	10540604	Interviewed	Website - TimeWarner Careers
		10871022	Hired	Conversion - Contractor
		1859989	Applicant	Referral - TW Cable Employee Referral
		8149898	Applicant	Website - TimeWarner Careers
		9634432	Applicant	Website - TimeWarner Careers
Total			5	

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Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
108497BR	Executive Assistant	10811482	Interviewed	Website - TimeWarner Careers
		6335276	Interviewed	Website - TimeWarner Careers
		8338162	Hired	Referral - TW Cable Employee Referral
		9594044	Applicant	Website - TimeWarner Careers
Total			4	
108651BR	Mgr, Operations	10220470	Applicant	Website - TimeWarner Careers
		10776628	Interviewed	Website - TimeWarner Careers
		10875411	Applicant	Internet - CallCenterJobs.com
		11048320	Hired	Website - TimeWarner Careers
		5522184	Interviewed	Website - TimeWarner Careers
		8459725	Applicant	Website - TimeWarner Careers
		8581059	Interviewed	Website - TimeWarner Careers
Total			7	
109193BR	Mgr, Product Development	10917016	Applicant	Website - TimeWarner Careers
		10923366	Hired	Website - TimeWarner Careers
		10943896	Applicant	Website - TimeWarner Careers
		4698472	Applicant	Website - TimeWarner Careers
		4773414	Hired	Website - TimeWarner Careers
		7274300	Applicant	Website - TimeWarner Careers
Total			6	
109222BR	Sr Director, Engineering	10942424	Hired	Conversion - Contractor
		Total		
109296BR	Sr Mgr, Marketing	10826655	Applicant	Website - TimeWarner Careers
		10981043	Interviewed	Referral - TW Cable Employee Referral
		1638868	Applicant	Internet - Indeed
		6557814	Hired	Website - TimeWarner Careers
		7903360	Interviewed	Internet - Monster
Total			5	
109715BR	Director, Engineering	10055634	Applicant	Website - TimeWarner Careers
		10094255	Applicant	Internet - DiversityInc.com
		10261739	Applicant	Internet - Indeed
		10681811	Applicant	Website - TimeWarner Careers
		10696349	Applicant	Website - TimeWarner Careers
		10912728	Applicant	Website - TimeWarner Careers
		10948101	Hired	Referral - Manager
		10961928	Applicant	Website - TimeWarner Careers
		10965734	Applicant	Website - TimeWarner Careers
		10970629	Applicant	Internet - Indeed
10979506	Applicant	Website - TimeWarner Careers		
10984975	Applicant	Website - TimeWarner Careers		

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Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
109715BR	Director, Engineering	4043337	Applicant	Website - TimeWarner Careers
		4213369	Applicant	Website - TimeWarner Careers
		5342343	Applicant	Website - TimeWarner Careers
		6737328	Applicant	Website - TimeWarner Careers
		7144873	Applicant	Website - TimeWarner Careers
		7837823	Applicant	Website - TimeWarner Careers
		8352684	Applicant	Website - TimeWarner Careers
		8594272	Applicant	Website - TimeWarner Careers
		Total	20	
109717BR	Director, Engineering	10055634	Applicant	Website - TimeWarner Careers
		10696349	Applicant	Website - TimeWarner Careers
		10912728	Applicant	Website - TimeWarner Careers
		10948101	Applicant	Website - TimeWarner Careers
		10965734	Applicant	Website - TimeWarner Careers
		10984549	Applicant	Website - TimeWarner Careers
		11020436	Applicant	Website - TimeWarner Careers
		1758370	Applicant	Website - TimeWarner Careers
		1803316	Hired	Referral - Manager
		7728540	Applicant	Website - TimeWarner Careers
		8146682	Applicant	Referral - TW Cable Employee Referral
		8450973	Interviewed	Website - TimeWarner Careers
		9009904	Applicant	Website - TimeWarner Careers
		9784103	Applicant	Website - TimeWarner Careers
		Total	14	
109764BR	Principal Engineer	10488510	Applicant	Website - TimeWarner Careers
		10834161	Applicant	Direct Sourcing - Recruiter Networking
		10838087	Applicant	Conversion - Contractor
		10971011	Hired	Conversion - Contractor
		8656895	Applicant	Internet - Monster
		Total	5	
109973BR	Engineer	10014596	Applicant	Website - TimeWarner Careers
		10884600	Hired	Ad - Time Warner Cable Careers Channel
		4338924	Applicant	Website - TimeWarner Careers
		7335098	Applicant	Website - TimeWarner Careers
		9092228	Applicant	Website - TimeWarner Careers
		Total	5	
110048BR	Operator Tier 2, NOC	10976893	Applicant	Website - TimeWarner Careers
		11024905	Hired	Referral - Manager
		2670598	Applicant	Website - TimeWarner Careers
		6476810	Applicant	Website - TimeWarner Careers
		9519304	Applicant	Website - TimeWarner Careers

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
		Total	5	
110165BR	Engineer	10720850	Applicant	Website - TimeWarner Careers
		10987251	Applicant	Website - TimeWarner Careers
		2132969	Hired	Contractor - Conversion
		7691439	Applicant	Website - TimeWarner Careers
		8052333	Applicant	Website - TimeWarner Careers
		Total	5	
110379BR	Executive Assistant	10811482	Applicant	Website - TimeWarner Careers
		10937276	Hired	Website - TimeWarner Careers
		10977800	Interviewed	Website - TimeWarner Careers
		8468177	Interviewed	Internet - Indeed
		9249762	Interviewed	Website - TimeWarner Careers
		Total	5	
110416BR	Operator Tier 2, NOC	10678550	Hired	Conversion - Contractor
		10744684	Applicant	Website - TimeWarner Careers
		2683614	Applicant	Website - TimeWarner Careers
		9036520	Hired	Conversion - Contractor
		9920696	Applicant	Website - TimeWarner Careers
		Total	5	
110417BR	Operator Tier 2, NOC	10554111	Hired	Conversion - Contractor
		10678550	Applicant	Website - TimeWarner Careers
		11051020	Applicant	Website - TimeWarner Careers
		2683614	Applicant	Website - TimeWarner Careers
		9293647	Applicant	Website - TimeWarner Careers
		Total	5	
110418BR	Operator Tier 2, NOC	10355860	Applicant	Internet - Career Builders
		10554111	Applicant	Website - TimeWarner Careers
		10635777	Interviewed	Website - TimeWarner Careers
		10969329	Applicant	Website - TimeWarner Careers
		10975149	Applicant	Website - TimeWarner Careers
		11055832	Hired	Referral - TW Cable Employee Referral
		11057986	Applicant	Website - TimeWarner Careers
		11068069	Applicant	Website - TimeWarner Careers
		11073382	Interviewed	Website - TimeWarner Careers
		11092268	Interviewed	Internet - Career Builders
		11096039	Applicant	Website - TimeWarner Careers
		2670598	Applicant	Website - TimeWarner Careers
		5507484	Applicant	Website - TimeWarner Careers
		6661705	Applicant	Website - TimeWarner Careers
		8162157	Applicant	Website - TimeWarner Careers

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
110418BR	Operator Tier 2, NOC	9540940	Applicant	Website - TimeWarner Careers
		9872066	Applicant	Website - TimeWarner Careers
	Total		17	
110468BR	Rep, Project	11039905	Interviewed	Website - TimeWarner Careers
		11050506	Applicant	Website - TimeWarner Careers
		11056681	Applicant	Website - TimeWarner Careers
		11059181	Hired	Website - TimeWarner Careers
		4191535	Interviewed	Website - TimeWarner Careers
		6115318	Interviewed	Website - TimeWarner Careers
		6439539	Applicant	Website - TimeWarner Careers
		7598738	Interviewed	Website - TimeWarner Careers
		8338833	Applicant	Website - TimeWarner Careers
		8562087	Applicant	Website - TimeWarner Careers
9250141	Applicant	Website - TimeWarner Careers		
9356008	Applicant	Website - TimeWarner Careers		
	Total		12	
110517BR	Sr Engineer	11055550	Applicant	Direct Sourcing - Recruiter Cold Call
		11064808	Hired	Referral - Manager
		11068357	Interviewed	Direct Sourcing - Recruiter Networking
	Total		4	
110523BR	Mgr, Tech Ops	10088346	Applicant	Website - TimeWarner Careers
		10243243	Applicant	Website - TimeWarner Careers
		11044957	Applicant	Website - TWC Divesture 2009
		2297255	Applicant	Website - TimeWarner Careers
		5347562	Applicant	Website - TimeWarner Careers
		6043072	Hired	Website - TimeWarner Careers
		6737328	Applicant	Website - TimeWarner Careers
		9203801	Applicant	Website - TimeWarner Careers
		9454382	Interviewed	Direct Sourcing - Recruiter Networking
		9696115	Interviewed	Website - TimeWarner Careers
	Total		10	
110661BR	Analyst, Technical	10414775	Applicant	Website - TimeWarner Careers
		10731833	Applicant	Website - TimeWarner Careers
		10855191	Applicant	Website - TimeWarner Careers
		10905933	Applicant	Website - TimeWarner Careers
		11052775	Applicant	Website - TimeWarner Careers
		4384982	Applicant	Website - TimeWarner Careers
		5507484	Applicant	Website - TimeWarner Careers
		7449545	Applicant	Website - TimeWarner Careers
8930890	Hired	Conversion - Contractor		

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110661BR	Analyst, Technical	9967540	Applicant	Website - TimeWarner Careers
	Total		10	
110688BR	Director, Engineering	10094255	Applicant	Website - TimeWarner Careers
		10613511	Applicant	Website - TimeWarner Careers
		10639494	Applicant	Website - TimeWarner Careers
		11034261	Applicant	Website - TimeWarner Careers
		11055209	Hired	Referral - Manager
		3551144	Applicant	Website - TimeWarner Careers
		4043237	Applicant	Website - TimeWarner Careers
		4213369	Applicant	Website - TimeWarner Careers
		8717146	Applicant	Website - TimeWarner Careers
		9552297	Applicant	Website - TimeWarner Careers
	Total		10	
110734BR	Analyst, Technical	11044957	Interviewed	Website - TWC Divesture 2009
		11052775	Applicant	Website - TimeWarner Careers
		3679820	Hired	Website - TimeWarner Careers
		4217476	Applicant	Website - TimeWarner Careers
		4474419	Interviewed	Website - TimeWarner Careers
		8562087	Interviewed	Website - TimeWarner Careers
	Total		6	
110735BR	Mgr, Tech Ops	10169698	Applicant	Website - TimeWarner Careers
		10950006	Hired	Conversion - Contractor
		11072022	Applicant	Website - TimeWarner Careers
		2528169	Applicant	Internet - DiversityInc.com
		3210795	Applicant	Website - TimeWarner Careers
		8145812	Applicant	Website - TimeWarner Careers
	Total		6	
110737BR	Executive Assistant	10866533	Interviewed	Website - TimeWarner Careers
		10977800	Applicant	Website - TimeWarner Careers
		11053367	Applicant	Website - TimeWarner Careers
		8784165	Applicant	Website - TimeWarner Careers
		9249762	Hired	Conversion - Temp Spherion
	Total		5	
110811BR	Mgr, Tech Ops	10792013	Applicant	Website - TimeWarner Careers
		11055007	Applicant	Website - TimeWarner Careers
		11061856	Applicant	Direct Sourcing - Recruiter Cold Call
		11068683	Interviewed	Website - TimeWarner Careers
		4509743	Interviewed	Website - TimeWarner Careers
		4944792	Hired	Website - TimeWarner Careers
		5334138	Applicant	Website - TimeWarner Careers

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
110811BR	Mgr, Tech Ops	8520465	Applicant	Website - TimeWarner Careers
		9248221	Applicant	Website - TimeWarner Careers
		9613524	Applicant	Website - TimeWarner Careers
		Total	10	
110824BR	Mgr, Tech Ops	10990841	Applicant	Website - TimeWarner Careers
		11026989	Applicant	Website - TimeWarner Careers
		11029229	Applicant	Website - TimeWarner Careers
		11061693	Applicant	Website - TimeWarner Careers
		11062276	Applicant	Website - TimeWarner Careers
		2450380	Hired	Website - TimeWarner Careers
		4148079	Applicant	Website - TimeWarner Careers
		5347562	Interviewed	Website - TimeWarner Careers
		5439697	Interviewed	Website - TimeWarner Careers
		5694546	Applicant	Website - TimeWarner Careers
		7466512	Applicant	Website - TimeWarner Careers
		8346355	Applicant	Website - TimeWarner Careers
		8520465	Applicant	Website - TimeWarner Careers
		8766454	Applicant	Website - TimeWarner Careers
		9967540	Applicant	Website - TimeWarner Careers
Total	15			
110825BR	Project Mgr	10931664	Interviewed	Website - TimeWarner Careers
		11029229	Applicant	Website - TimeWarner Careers
		11043370	Applicant	Website - TimeWarner Careers
		11054449	Interviewed	Website - TimeWarner Careers
		11058568	Applicant	Website - TimeWarner Careers
		11062276	Applicant	Website - TimeWarner Careers
		11062282	Hired	Referral - Manager
		11078244	Applicant	Website - TimeWarner Careers
		3244141	Applicant	Website - TimeWarner Careers
		5544706	Applicant	Website - TimeWarner Careers
		5694546	Applicant	Website - TimeWarner Careers
		8240939	Applicant	Website - TimeWarner Careers
		9577641	Applicant	Website - TimeWarner Careers
		9908067	Applicant	Website - TimeWarner Careers
Total	14			
110952BR	Operator Tier 2, NOC	10332681	Applicant	Website - TimeWarner Careers
		10358860	Applicant	Internet - Career Builders
		10969329	Hired	Referral - TW Cable Employee Referral
		10975149	Applicant	Website - TimeWarner Careers
		11068052	Interviewed	Website - TimeWarner Careers
11073382	Interviewed	Website - TimeWarner Careers		
11096039	Applicant	Website - TimeWarner Careers		

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Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
110952BR	Operator Tier 2, NOC	1113917	Interviewed	Referral - TW Cable Employee Referral
		1114018	Interviewed	Referral - TW Cable Employee Referral
		1119482	Hired	Website - TimeWarner Careers
		11157174	Hired	Referral - TW Cable Employee Referral
		2683614	Applicant	Website - TimeWarner Careers
		3189959	Applicant	Website - TimeWarner Careers
		5507484	Applicant	Website - TimeWarner Careers
		6661705	Applicant	Website - TimeWarner Careers
		7514958	Interviewed	Internet - Indeed
		9865234	Applicant	Website - TimeWarner Careers
		Total	17	
110957BR	Mgr, Tech Ops	10243243	Interviewed	Website - TimeWarner Careers
		10590460	Applicant	Website - TimeWarner Careers
		11026099	Applicant	Website - TimeWarner Careers
		11066445	Applicant	Website - TimeWarner Careers
		11068109	Applicant	Website - TimeWarner Careers
		11071198	Applicant	Website - TimeWarner Careers
		11074632	Hired	Website - TimeWarner Careers
		11086922	Interviewed	Website - TimeWarner Careers
		3339914	Interviewed	Website - TimeWarner Careers
		6313869	Applicant	Website - TimeWarner Careers
		8502681	Applicant	Website - TimeWarner Careers
		9740630	Applicant	Website - TimeWarner Careers
		9865234	Applicant	Website - TimeWarner Careers
		Total	13	
110959BR	Mgr, Tech Ops	10102838	Applicant	Website - TimeWarner Careers
		10943896	Interviewed	Website - TimeWarner Careers
		10953333	Applicant	Website - TimeWarner Careers
		11043370	Applicant	Website - TimeWarner Careers
		11066445	Applicant	Website - TimeWarner Careers
		11067223	Applicant	Website - TimeWarner Careers
		11068657	Applicant	Website - TimeWarner Careers
		11077201	Applicant	Website - TimeWarner Careers
		11099503	Applicant	Website - TimeWarner Careers
		1458417	Applicant	Website - TimeWarner Careers
		3120928	Hired	Referral - TW Cable Employee Referral
		4043672	Applicant	Website - TimeWarner Careers
		4645063	Applicant	Website - TimeWarner Careers
		5439697	Applicant	Website - TimeWarner Careers
		7728540	Applicant	Website - TimeWarner Careers
		8211618	Applicant	Website - TimeWarner Careers
		8435927	Applicant	Website - TimeWarner Careers
		9009904	Applicant	Website - TimeWarner Careers

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Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
		Total	18	
110975BR	Executive Assistant	10866533	Interviewed	Website - TimeWarner Careers
		10991658	Hired	Website - TimeWarner Careers
		11069570	Applicant	Website - TimeWarner Careers
		11070871	Interviewed	Website - TimeWarner Careers
		11072150	Applicant	Website - TimeWarner Careers
		11072170	Applicant	Website - TimeWarner Careers
		Total	6	
111029BR	Sr Engineer	10150131	Applicant	Website - TimeWarner Careers
		10540604	Interviewed	Website - TimeWarner Careers
		10764844	Applicant	Website - TimeWarner Careers
		10961004	Hired	Website - TimeWarner Careers
		3207109	Applicant	Website - TimeWarner Careers
		7188043	Applicant	Website - TimeWarner Careers
		Total	6	
111365BR	Rep, Project	11089427	Applicant	Website - TimeWarner Careers
		11094071	Applicant	Website - TimeWarner Careers
		1718092	Applicant	Website - TimeWarner Careers
		7500637	Applicant	Website - TimeWarner Careers
		8504543	Applicant	Internet - Indeed
		8917976	Hired	Conversion - Contractor
		Total	6	
111372BR	Sr Paralegal	10019758	Hired	Referral - AOL Employee Referral
		10392168	Applicant	Internet - Career Builders
		11095724	Applicant	Website - TimeWarner Careers
		11103109	Applicant	Website - TimeWarner Careers
		1733640	Applicant	Website - TimeWarner Careers
		3391866	Applicant	Website - TimeWarner Careers
		6114353	Applicant	Website - TimeWarner Careers
		8827927	Interviewed	Website - TimeWarner Careers
		9137357	Applicant	Internet - DirectEmployers
		Total	9	
111373BR	Analyst, Records	10829838	Applicant	Website - TimeWarner Careers
		11089691	Applicant	Website - TimeWarner Careers
		11090473	Applicant	Website - TimeWarner Careers
		11091145	Applicant	Website - TimeWarner Careers
		11091223	Applicant	Website - TimeWarner Careers
		11103109	Hired	Internet - Monster
		11107109	Hired	Direct Sourcing - Recruiter Cold Call
		3391866	Interviewed	Website - TimeWarner Careers

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Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
111373BR	Analyst, Records	8827927	Interviewed	Website - TimeWarner Careers
		9823469	Interviewed	Internet - Indeed
		Total	10	
111375BR	Sr Writer, Technical	10088346	Applicant	Website - TimeWarner Careers
		10091046	Applicant	Internet - Indeed
		10885677	Applicant	Website - TimeWarner Careers
		11026989	Applicant	Website - TimeWarner Careers
		11072433	Hired	Referral - TW Cable Employee Referral
		Total	5	
111424BR	Engineer	10350440	Applicant	Website - TimeWarner Careers
		11072417	Applicant	Website - TimeWarner Careers
		11092952	Applicant	Website - TimeWarner Careers
		11093091	Hired	Conversion - Contractor
		8170083	Applicant	Website - TimeWarner Careers
				Total
111451BR	Mgr, Tech Ops	10603008	Interviewed	Website - TimeWarner Careers
		10727535	Applicant	Website - TimeWarner Careers
		11026099	Hired	Referral - Manager
		1144873	Interviewed	Website - TimeWarner Careers
		8663865	Interviewed	Website - TimeWarner Careers
		9759358	Applicant	Website - TimeWarner Careers
		Total	6	
111494BR	Executive Assistant	11053367	Applicant	Website - TimeWarner Careers
		11081897	Applicant	Website - TimeWarner Careers
		11136097	Hired	Referral - TW Cable Employee Referral
		8151825	Interviewed	Internet - Monster
		Total	4	
111513BR	Mgr, Commercial Svcs	10983993	Applicant	Website - TimeWarner Careers
		11095092	Applicant	Website - TimeWarner Careers
		3932661	Hired	Conversion - Contractor
		9218914	Applicant	Website - TimeWarner Careers
		Total	4	
111527BR	Operator Tier 2, NOC	10238750	Applicant	Website - TimeWarner Careers
		11092268	Hired	Referral - TW Cable Employee Referral
		11119482	Applicant	Website - TimeWarner Careers
		2683614	Applicant	Website - TimeWarner Careers
		7975390	Applicant	Website - TimeWarner Careers
		Total	5	

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Requisition No.	Job Title	Candidate ID	Last HR Status	Source Description		
11153BR	Project Mgr	11062276	Interviewed	Website - TimeWarner Careers		
		11116382	Applicant	Website - TimeWarner Careers		
		1728630	Interviewed	Internet - Indeed		
		2004762	Hired	Referral - TW Cable Employee Referral		
		9154041	Applicant	Website - TimeWarner Careers		
Total			5			
11157BR	Engineer	10075708	Applicant	Website - TimeWarner Careers		
		10600801	Applicant	Website - TimeWarner Careers		
		10886084	Applicant	Website - TimeWarner Careers		
		11146754	Hired	Direct Sourcing - Recruiter Cold Call		
		4384982	Interviewed	Direct Sourcing - Recruiter Cold Call		
		7514958	Applicant	Website - TimeWarner Careers		
		8211304	Applicant	Website - TimeWarner Careers		
		Total		7		
		111695BR	Project Mgr	10368741	Applicant	Referral - TW Cable Employee Referral
				10376058	Applicant	Website - TimeWarner Careers
10605261	Applicant			Website - TimeWarner Careers		
11081375	Applicant			Internet - Indeed		
11093929	Applicant			Website - TimeWarner Careers		
11113429	Applicant			Website - TimeWarner Careers		
11126664	Applicant			Internet - Indeed		
11127135	Applicant			Website - TimeWarner Careers		
11130660	Applicant			Website - TimeWarner Careers		
11173093	Hired			Referral - TW Cable Employee Referral		
1669417	Applicant			Website - TimeWarner Careers		
6792860	Applicant			Website - TimeWarner Careers		
7420712	Applicant			Website - TimeWarner Careers		
Total		13				
111761BR	Sr Director, Marketing	11133493	Applicant	Website - TimeWarner Careers		
		11134341	Interviewed	Contingency Agency - General		
		11134549	Applicant	Website - TimeWarner Careers		
		3137517	Hired	Contingency Agency - Smith Hanley		
		5703638	Applicant	Internet - varietycareers.com		
Total		5				
111841BR	Coord, Department	11078558	Applicant	Website - TimeWarner Careers		
		11130607	Interviewed	Website - TimeWarner Careers		
		11133281	Hired	Referral - TW Cable Employee Referral		
		11133349	Interviewed	Direct Sourcing - Recruiter Cold Call		
		9641834	Interviewed	Referral - TW Cable Employee Referral		
Total		5				

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Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
112202BR	Sr Engineer	11115033	Applicant	Website - TimeWarner Careers
		11124380	Applicant	Direct Sourcing - Recruiter Networking
		11140376	Hired	Referral - TW Cable Employee Referral
		7180514	Applicant	Website - TimeWarner Careers
		7530489	Applicant	Website - TimeWarner Careers
Total			5	
112297BR	Project Mgr	11029229	Hired	Referral - TW Cable Employee Referral
		11073665	Applicant	Website - TimeWarner Careers
		11115602	Applicant	Website - TimeWarner Careers
		11146754	Applicant	Website - TimeWarner Careers
		5060275	Applicant	Referral - TW Cable Employee Referral
		9084467	Applicant	Website - TimeWarner Careers
Total			6	
112298BR	Sr Engineer	11148025	Applicant	Website - TimeWarner Careers
		11152394	Applicant	Website - TimeWarner Careers
		11162170	Interviewed	Internet - Indeed
		3542242	Applicant	Website - TimeWarner Careers
		7365763	Applicant	Internet - Indeed
		8169906	Interviewed	Website - TimeWarner Careers
Total			6	
112299BR	Sr Engineer	10871391	Applicant	Website - TimeWarner Careers
		11165682	Interviewed	Direct Sourcing - Recruiter Networking
		11181486	Hired	Internet - Dice.com
Total			3	
112316BR	Operator Tier 2, NOC	11147513	Interviewed	Internet - Monster
		11152539	Applicant	Website - TimeWarner Careers
		11160745	Applicant	Website - TimeWarner Careers
		4116937	Interviewed	Internet - Monster
		9000828	Hired	Referral - TW Cable Employee Referral
		9879371	Applicant	Internet - Monster
Total			6	
112317BR	Operator Tier 2, NOC	11082218	Interviewed	Website - TimeWarner Careers
		11126081	Applicant	Website - TimeWarner Careers
		11150121	Applicant	Website - TimeWarner Careers
		11156786	Applicant	Website - TimeWarner Careers
		11163671	Hired	Website - TimeWarner Careers
2449298	Applicant	Internet - Indeed		
91099810	Applicant	Website - TimeWarner Careers		
Total			7	

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Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
112331BR	Administrator, Legal	10979688	Applicant	Website - TimeWarner Careers
		11016061	Applicant	Website - TimeWarner Careers
		11093414	Applicant	Website - TimeWarner Careers
		11147460	Applicant	Website - TimeWarner Careers
		11149064	Applicant	Internet - Indeed
		1861755	Hired	Internet - Career Builders
		9281078	Applicant	Internet - Indeed
Total			7	
112342BR	Operator Tier 2, NOC	10554111	Applicant	Website - TimeWarner Careers
		1126081	Applicant	Website - TimeWarner Careers
		1129202	Hired	Website - TimeWarner Careers
		9109810	Applicant	Website - TimeWarner Careers
		9879371	Applicant	Internet - Monster
Total			5	
112676BR	Associate Engineer	11157256	Applicant	Website - TimeWarner Careers
		11170775	Applicant	Website - TimeWarner Careers
		11171956	Hired	Former Intern - Returning STARS
		11171965	Hired	Conversion - Contractor
		2174394	Applicant	Website - TimeWarner Careers
		7199758	Applicant	Website - TimeWarner Careers
Total			6	
112678BR	Engineer	11015654	Applicant	Website - TimeWarner Careers
		11169468	Applicant	Website - TimeWarner Careers
		3782486	Hired	Conversion - Contractor
		9853246	Applicant	Website - TimeWarner Careers
Total			4	
112680BR	Sr Engineer	10373599	Applicant	Website - TimeWarner Careers
		11088026	Applicant	Website - TimeWarner Careers
		11162709	Hired	Conversion - Contractor
		4844312	Applicant	Website - TimeWarner Careers
		5649339	Applicant	Internet - Indeed
Total			5	
112710BR	Project Mgr	10816444	Applicant	Internet - Indeed
		10943896	Applicant	Website - TimeWarner Careers
		5020107	Hired	Referral - TW Cable Employee Referral
		6642784	Applicant	Website - TimeWarner Careers
		9131963	Interviewed	Website - TimeWarner Careers
9734620	Applicant	Internet - DiversityInc.COM		
Total			6	

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Requisition No	Job Title	Candidate ID	Last HR Status	Source Description	
112756BR	Operator Tier 2, NOC	10822353	Hired	Website - TimeWarner Careers	
		11150121	Interviewed	Website - TimeWarner Careers	
		11157742	Applicant	Website - TimeWarner Careers	
		1729816	Applicant	Website - TimeWarner Careers	
Total		4			
113300BR	Sr Analyst, Marketing	10181515	Applicant	Website - TimeWarner Careers	
		10249504	Hired	Contractor - Conversion	
		11136246	Applicant	Website - TimeWarner Careers	
		9408369	Applicant	Website - TimeWarner Careers	
Total	5				
	95723BR	Intern	10009609	Applicant	Website - TimeWarner Careers
			10249504	Applicant	College - George Mason
			9166748	Applicant	Website - TimeWarner Careers
9335446			Applicant	Website - TimeWarner Careers	
Total		4			
96858BR	Developer, Web	10219773	Applicant	Website - TimeWarner Careers	
		10234311	Applicant	Internet - Career Builders	
		10282915	Hired	Website - TimeWarner Careers	
		10357728	Applicant	Website - TimeWarner Careers	
		2832710	Applicant	Contingency Agency - General	
		5341012	Applicant	Website - TimeWarner Careers	
		8646316	Applicant	Internet - Career Builders	
		9622109	Applicant	Website - TimeWarner Careers	
Total		8			
97956BR	Associate Counsel	10247265	Applicant	Website - TimeWarner Careers	
		10263691	Applicant	Website - TimeWarner Careers	
		10992728	Interviewed	Direct Sourcing - Recruiter Networking	
		10993450	Interviewed	Direct Sourcing - Recruiter Networking	
		10993458	Interviewed	Direct Sourcing - Recruiter Networking	
		4984196	Applicant	Website - Niche Redirect Site	
		6782900	Hired	Website - TimeWarner Careers	
Total		7			
98913BR	Director, Engineering	10327725	Hired	Referral - Manager	
		10463420	Applicant	Direct Sourcing - Recruiter Networking	
		10617346	Applicant	Referral - Manager	
		1903900	Interviewed	Website - TimeWarner Careers	
		9700832	Applicant	Website - TimeWarner Careers	
Total		5			

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Requisition No	Job Title	Candidate ID	Last Hr Status	Source Description
		1062	Total	
			655	

Referral Source Addendum

FCC: Unit: _10622_____

Requisition #	Candidate ID	Original Referral Source	Updated Referral Source
105860BR	10455959	Website-Niche Redirect Site	Career Builder
97996BR	4984196	Website-Niche Redirect Site	Referral