

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

**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 # 10185

**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  
 ERIE, NY

D. Category of Respondent (check applicable box)

Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V

Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached

E. Pay Period Covered by this Report (inclusive dates) 07/01/2009-07/14/2009

F. Attachments: (See "Exhibit" buttons, below.)

**SECTION II COMMUNITY INFORMATION**

System Communities Comprising Local Employment Unit			
Ident No.	Name of Community	Location (State)	Type
Review the list of communities served on the previous year's submission and attach as Exhibit A any additions [Exhibit 1] or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS.			

**SECTION III EEO POLICY AND PROGRAM REQUIREMENTS**

Check YES or NO to each of the following questions. If answer to any question below is NO, attach as Exhibit B an explanation. [Exhibit 2]

1.	Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule, 47 C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	<input checked="" type="radio"/> Yes <input type="radio"/> No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	<input checked="" type="radio"/> Yes <input type="radio"/> No
3.	Do you contact organizations, media, educational institutions, and other potential sources of applicants for	<input checked="" type="radio"/> Yes <input type="radio"/> No

	Opportunity Rule, 47 C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	<input checked="" type="radio"/> Yes <input type="radio"/> No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	<input checked="" type="radio"/> Yes <input type="radio"/> No
3.	Do you contact organizations, media, educational institutions, and other potential sources of applicants for referrals whenever job vacancies are available in your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	<input checked="" type="radio"/> Yes <input type="radio"/> No
5.	To the extent possible, do you seek out entrepreneurs in a nondiscriminatory manner and encourage them to conduct business with all parts of your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
6.	Do you analyze the results of your efforts to recruit, hire, promote, and use services in a nondiscriminatory manner and use these results to evaluate and improve your EEO program?	<input checked="" type="radio"/> Yes <input type="radio"/> No
7.	Do you define the responsibility of each level of management to ensure a positive application and vigorous enforcement of your policy of equal employment opportunity and maintain a procedure to review and control managerial and supervisory performance?	<input checked="" type="radio"/> Yes <input type="radio"/> No
8.	Do you conduct a continuing program to exclude every form of prejudice or discrimination based upon race, color, religion, national origin, age, or sex from your personnel policies and practices and working conditions?	<input checked="" type="radio"/> Yes <input type="radio"/> No
9.	Do you conduct a continuing review of job structure and employment practices and maintain positive recruitment training, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility?	<input checked="" type="radio"/> Yes <input type="radio"/> No

**SECTION IV ADDITIONAL INFORMATION**

You may provide as Exhibit C any additional information that you believe might be useful in evaluating your efforts to comply with the Commission's EEO provisions. There is no requirement to provide additional data or information. [Exhibit 3]

**SECTION V CERTIFICATION**

This report must be certified as follows:

- A. By the individual owning the reporting system if individually owned;
- B. By a partner, if a partnership; or
- C. By an officer, if a corporation or association.

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	<i>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)

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Time Warner Cable – Corporate – Buffalo, New York

FCC Unit: 10185

1. **Participation in at least 2 job fairs by personnel who have substantial responsibility in the making of hiring decisions**

a. **Western New York Job Fair – sponsored by Regent Broadcasting Group of Buffalo, NY**

This job fair is one of the largest annual diversity recruiting events in Western New York. There were 26 companies participating this year, representing a cross section of industries for our market. The job fair was held at the Buffalo Convention Center, Located in Downtown Buffalo, NY. We coordinated our recruiting campaign with the WNY Division (Buffalo and Rochester). This gave our company the opportunity to demonstrate to job seekers the many career paths one could take with Time Warner Cable. We provided information regarding current job openings not only in Western NY but at our corporate offices in Herndon, Virginia and Charlotte, North Carolina. The event was well attended estimating 1500 job seekers and approximately 500 stopping by our booth.

Event Date:	March 11, 2009
Location:	Buffalo Convention Center
Approximate # of Attendees:	1500
Officiating Staff Members:	Recruiter, WNY Division; Manager, HR Corp. Call Center; HR Coordinator – Corp. Call Center; Manager Direct Sales

b. **Erie Community College Career Fairs – sponsored by Erie Community College State University of New York**

This job fair is an annual event sponsored by the Career Placement Office for Erie Community College. It is held at the three campus locations over three days. The three campuses are located North, City and South within the County of Erie. This ensures easy access to all residents of the county for education purposes as well as provides the perfect venue to host a job fair which is open to the public. This ensures that all members of the community have the opportunity to be included. We partnered with the WNY Division for this event giving Time Warner Cable the opportunity to showcase our positions and how an employee can grow within the company.

We provided information on our company, products and career opportunities, specifically for the Corporate Call Center Specialist, HSI Technical Support. The three day event had about 700 attendees in total visiting approximately 20 companies.

Event Date: March 30, 2009; April 1<sup>st</sup> and April, 3, 2009  
Event Location: Erie Community College North, City and South Campus  
Approximate # of Attendees: 700  
Officiating Staff Members: HR Coordinator Corp. Call Center;  
Recruiter WNY Division;  
Director- HSI Corp. Call Center;  
Manager, 4 participated.

**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 Buffalo hosted the **Behavioral Interview training** program to all current people leaders at the Corporate Call Center as well as the WNY Division (Buffalo and Rochester). The training was led by the Talent Acquisition Manager and the Talent Acquisition Director. 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. We held five classes from 10/14/08 through 10/16/08. We had 56 attendees over the three days scheduled.
- b. Time Warner Cable , Corporate Buffalo conducted the **Essentials of Management Course**. This is a six module program aimed at equipping our managers and supervisors with the skills and philosophies required to succeed in our fast –paced work environment. Learnings are focused on practical and immediate workplace applications. Topics covered ranged from managing both people and process to understanding the importance of coaching for achieving performance results and for developing people, and apply 5 critical coaching skills. The modules were facilitated each month from August 2008, through January, 2009.

Event Dates: August 11, 12, 13; September 8, 9, 10; September 29, 30, October 1; November 10, 11, 12; December 8, 9, 10, 2008 and January 12, 13, 14, 2009  
Location: Corporate Call Center, Buffalo, NY  
Approx # of attendees: 33 people leaders completed the program  
Target audience: Concentrated people leaders  
Officiating Staff member(s): Right Management, Inc.

Time Warner Cable Corporate - Buffalo, FCC 10185  
 Recruitment Sources  
 July 1, 2008 - June 31, 2009

Name of Source	Address	City	State	Zip Code	Phone	Ext	Fax	E-Mail	Website	Contact Person	Notes
Bryant & Stratton Business Institute	465 Main St. Suite 400	Buffalo	NY	14203	716-884-9120	230	716-819-0017	dwestbrook@bryantstation.edu		Diane Westbrook, Career Services Dept.	2yr college including technical
Buffalo Employment & Training Center (BETC)	77 Goodell St. 665 Main St. Suite 200	Buffalo	NY	14203	716-856-8139	3104	716-856-5670	maceck2@hotmail.com mccunninqham@thebuffalotragic.org	www.workforcebuffalo.org www.buffalotragic.org	Marian Smith	Training center for unemployed and underemployed
Buffalo Niagara Enterprise		Buffalo	NY	14203	716-842-1357		716-842-1724			Monique Cimmomgla,	Chamber of Commerce
Buffalo Niagara HR Association	P.O. Box 434	North Tonawanda	NY	14210	716-662-0887		716-692-5794	post jobs to website johnson5@canisius.edu	www.bnhr.org www.canisius.edu	Jean Hellett, Chapter Administrator Diana Johnson, Career Center	Local HR Association
Canisius College	2001 Main St.	Buffalo	NY	14208	716-888-2475		716-888-3212	mhuber@daemen.edu jenifer.carpenter@vba.va.gov	www.daemen.edu www.vba.va.gov	Maureen Perrick Huber	4yr college
Daemen College	4380 Main St.	Snyder	NY	14226	716-839-8334		716-839-8439			Jennifer Carpenter, Regional Office	Veteran Administration
Dept of Veteran Affairs	111 West Huron St	Buffalo	NY	14202	716-857-3369		716-857-3373	thomas.sullivan1@med.va.gov		Thomas Sullivan	Vocational Rehabilitation Specialist for VA WNY Healthcare System
Dept of Veterans Affairs	3495 Bailey Ave.	Buffalo	NY	14215-1129							
Empire State College	617 Main St.	Buffalo	NY	14203	716-853-7706	372		colleen.reedy@esc.edu	www.esc.edu	Colleen Reedy, Program Coordinator and Student Recruiter	4yr distant learning college
Erle Community College City Campus	121 Ellicott St.	Buffalo	NY	14203	716-851-1183		716-851-1193	crc@ecc.edu	www.esc.edu	Ms. Barbara House	2yr college-3 campuses
Erle Community College North Campus	6205 Main St.	Williamsville	NY	14221	716-270-2947		716-851-1483	sneeden@ecc.edu	www.esc.edu	Marlene Snedden, North Campus	2 yr college-3 campuses
Erle Community College South Campus	S4041 Southwestern Blvd.	Orchard Park	NY	14217	716-851-1683		716-851-2829	stewart@ecc.edu	www.esc.edu	Patricia Stewart, Career Resource Center	2yr college-3 campuses
EveryWoman Opportunity Center	237 Main St.	Buffalo	NY	14203	716-847-1120		716-847-1550	washington@everywoman.org	www.everywoman.org	Ivy Diggs-Washington	not-for-profit agency catering to displaced homemakers
Goodwill Industries of WNY	1119 Williams St.	Buffalo	NY	14206	716-854-3484			danielcolpys@hotmail.com	www.goodwillwny.org	Daniel Colpys	provide job training, educational opportunities and job placement to disabled and other disadvantaged persons
Hilbert College	5200 South Park Ave.	Hamburg	NY	14075	716-926-8927		716-648-3327	dharris@hilbert.edu	www.hilbert.edu	Denise Harris	4 yr college
Hispanics United of Buffalo	254 Virginia Street	Buffalo	NY	14201	716-856-7110			llorestas@hubbwny.com		Lordes Igestia	
Inquias Job Corps	11780 Tibbets Road	Medina	NY	14103	585-798-7088		585-329-9046	kavanaugh.dhyllis@jobcorps.org		Phyllis Kavanaugh	

Time Warner Cable Corporate - Buffalo, FCC 10185  
 Recruitment Sources  
 July 1, 2008 - June 31, 2009

Name of Source	Address	City	State	ZIP Code	Phone	Ext	Fax	E-Mail	Website	Contact Person	Notes
ITT Technical Institute	2295 Millersport Hwy, PO Box 327	Getzville	NY	14068	716-689-2200	139	716-689-0822	lemyers@itt-tech.edu ross.louise@jobcorp.org	www.itt-tech.edu	Lynette Myers	2 yr technical school
JobCorps	77 Goodell St.	Buffalo	NY	14203	716-852-0218		716-228-1122	robert@medaille.edu	www.medaille.edu	Louise ross	
Medaille College	18 Agassiz Circle	Buffalo	NY	14214	716-880-2145		716-884-1887	kevin_reynolds6@us.army.mil		Ron Belter	4 yr college
National Guard State Army	184 Connecticut St.	Buffalo	NY	14213	716-887-2156		716-885-5057	mhenhawk@nagsw.ny.org	www.nagsw.ny.org	Kevin Reynolds	Provide services for Native American Community
Native American Community Services	1005 Grant St.	Buffalo	NY	14207	716-874-2797	314	716-874-1874	thameson@nacswn.ny.org		Marie Henhawk	
Native American Community Services of Erie and Niagara Counties	1005 Grant St.	Buffalo	NY	14207	716-874-2797	317	716-874-1874	askccc@buffalostat.edu	www.buffalostat.edu	Tom Jamison	
New York College at Buffalo	1300 Elmwood Ave.	Buffalo	NY	14222	716-878-5811		716-878-3152	killewald@niagara.c.suny.edu	www.niagaracc.suny.edu	Mike Ramos	4 yr state college
Niagara Community College	3111 Saunders Settlement Rd.	Sarborn	NY	14132	716-614-6290		716-614-5923			Jane Killewald	2 yr college
Niagara Community College											
Niagara County Employment and Training	1001 Eleventh St.	Niagara Falls	NY	14301	716-278-8109		716-278-8158	kathryn.beckhorn@niagaracounty.com	www.worksource1.com	Kathy Beckhorn	Employment and training center for unemployed and underemployed
Niagara University		Niagara University	NY	14109	716-285-1212		716-286-8535	mls@niagara.edu	www.niagara.edu	Michael Skowronski	4 yr college
NYS Department of Labor		St. Bonaventure University							www.labor.state.ny.us/	Website	Post jobs through website
St. Bonaventure University	216 Reilly Center	St. Bonaventure University	NY	14778	716-375-2355		716-375-2381	rcaya@sbu.edu	www.sbu.edu	Ms. Renee Caya Bizzaro	4y college serves Buffalo and Coudersport
St. Bonaventure University	3261 W. State St.	St. Bonaventure University	NY	14778				career@sbu.edu	www.sbu.edu	Connie Whitcomb	Director Career Center/4 yr college
State University of NY at Buffalo	222 Norton Hall	Buffalo	NY	14260	716-645-2234		716-645-6710	garrett@acsu.buffal.edu	www.buffalo.edu	Patricia Greer	Corn P Maloney College
State University of NY at Buffalo	465 Washington St.	Buffalo	NY	14203	716-849-6727			keyson@buffalo.edu	www.buffalo.edu	Margot Barrett Keyser	Educational Opportunity Center- unemployed and underemployed/training
State University of NY at Buffalo	259 Capen Hall	Buffalo	NY	14260	716-645-2232	114	716-645-3829	mrg6@buffalo.edu	www.buffalo.edu	Megan Pendergast	Asst. Director, PT Employment & Internships
SUNY @ Fredonia Supported Services Corporation		Fredonia	NY	14063	716-673-3327		716-673-3593	careers@fredonia.edu	www.fredonia.edu	Christopher LaGrew	Office of Career Development
	245 Elmwood Ave.	Buffalo	NY	14222	716-881-6350		716-881-6294	ssc@buffnet.net	www.supportedservices.com	Maxine Walter	Assist people in finding employment

Time Warner Cable Corporate - Buffalo, FCC 10185  
 Recruitment Sources  
 July 1, 2008 - June 31, 2009

Name of Source	Address	City	State	Zip Code	Phone	Ext	Fax	E-Mail	Website	Contact Person	Notes
US Air Force Reserve, 914th Airlift Wing	2720 Kirkbridge Dr.	Niagara Falls, IAP-ARS	NY	14304-5001	716-236-2121			meredythe.putnam@niagarafalls.af.mil		Ssgt. Meredythe Putnam	Air Force Reserve. Has opened a job fair up to Army, Navy and Marine Reservists.
VESID	508 Main St.	Buffalo	NY	14202	716-848-8015		716-848-8103	dmartine@mail.nysed.gov	www.vesid.nysed.gov	Dennis Martinez	Vocational and Educational Services for people with Disabilities
Workforce New York	1001 11th Street	Niagara Falls	NY	14301	716-278-8266		716-278-8287	vicky.america@labo-f.state.ny.us		Vicky America	

Report ID: TW1HR83N  
 FCC Source Evaluation Report  
 FCC Unit: 10185 - Buffalo CC  
 County: Erie  
 Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

PeopleSoft  
 FCC SOURCE EVALUATION REPORT

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Ad - Buffalo News	5	5	4
Internet - DirectEmployers	3	3	0
Referral - JW Cable Employee Referral	3	2	0
Website - TimWarner Careers	69	43	0
<b>10185 Totals</b>	<b>80</b>	<b>53</b>	<b>4</b>

Report ID: TWIHR83N  
 FCC Sourcing Report  
 FCC Unit: 10185 - Buffalo CC  
 County: Erie  
 Vacancies Filled from 01-JUL-2008 Thru 30-JUN-2009

PeopleSoft  
 FCC SOURCING REPORT

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
111848BR	Spec, Tech Support	Website - TimeWarner Careers	16	0
		Internet - DirectEmployers	1	0
		Ad - Buffalo News	1	1
		<b>Total</b>	<b>18</b>	<b>1</b>
111849BR	Spec, Tech Support	Website - TimeWarner Careers	14	0
		Referral - TW Cable Employee Referral	1	0
		Internet - DirectEmployers	1	0
		Ad - Buffalo News	1	1
		<b>Total</b>	<b>17</b>	<b>1</b>
111850BR	Spec, Tech Support	Referral - TW Cable Employee Referral	1	0
		Website - TimeWarner Careers	13	0
		Internet - DirectEmployers	1	0
		Ad - Buffalo News	2	1
		<b>Total</b>	<b>17</b>	<b>1</b>
111851BR	Spec, Tech Support	Ad - Buffalo News	1	1
		<b>Total</b>	<b>1</b>	<b>1</b>
		<b>1018 Totals</b>	<b>53</b>	<b>4</b>

Requisition No	Job Title	Candidate ID	Last Hr Status	Source Description
111848BR	Spec, Tech Support	10040237	Applicant	Website - TimeWarner Careers
		10457677	Interviewed	Internet - DirectEmployers
		10590393	Interviewed	Website - TimeWarner Careers
		10885098	Interviewed	Website - TimeWarner Careers
		11096337	Applicant	Website - TimeWarner Careers
		11112412	Interviewed	Website - TimeWarner Careers
		11119546	Interviewed	Website - TimeWarner Careers
		11130026	Interviewed	Website - TimeWarner Careers
		11133527	Interviewed	Website - TimeWarner Careers
		11134851	Interviewed	Website - TimeWarner Careers
		11135666	Interviewed	Website - TimeWarner Careers
		11135944	Interviewed	Website - TimeWarner Careers
		11136042	Hired	Ad - Buffalo News
		7140120	Interviewed	Website - TimeWarner Careers
		7153767	Interviewed	Website - TimeWarner Careers
		8654718	Interviewed	Website - TimeWarner Careers
		9095827	Interviewed	Website - TimeWarner Careers
		9131403	Interviewed	Website - TimeWarner Careers
		9523394	Interviewed	Website - TimeWarner Careers
		9712868	Interviewed	Website - TimeWarner Careers
		<b>Total</b>	<b>20</b>	
111849BR	Spec, Tech Support	10040237	Applicant	Website - TimeWarner Careers
		10457677	Interviewed	Internet - DirectEmployers
		10590393	Interviewed	Website - TimeWarner Careers
		10885098	Interviewed	Website - TimeWarner Careers
		11096337	Applicant	Website - TimeWarner Careers
		11112412	Interviewed	Website - TimeWarner Careers
		11119546	Interviewed	Website - TimeWarner Careers
		11130026	Interviewed	Website - TimeWarner Careers
		11133527	Hired	Ad - Buffalo News
		11134851	Interviewed	Website - TimeWarner Careers
		11135666	Interviewed	Website - TimeWarner Careers
		11135944	Interviewed	Website - TimeWarner Careers
		1136042	Interviewed	Referral - TW Cable Employee Referral
		7140120	Applicant	Website - TimeWarner Careers
		7153767	Interviewed	Website - TimeWarner Careers
		8654718	Interviewed	Website - TimeWarner Careers
		9095827	Interviewed	Website - TimeWarner Careers
		9131403	Interviewed	Website - TimeWarner Careers
		9523394	Interviewed	Website - TimeWarner Careers
		9712868	Interviewed	Website - TimeWarner Careers
		<b>Total</b>	<b>20</b>	
111850BR	Spec, Tech Support	10040237	Applicant	Website - TimeWarner Careers

Requisition No	Job Title	Candidate ID	Last Hr	Status	Source Description
11850BR	Spec, Tech Support	10457677		Interviewed	Internet - DirectEmployers
		10590393		Interviewed	Website - TimeWarner Careers
		10885098		Interviewed	Website - TimeWarner Careers
		11096337		Applicant	Website - TimeWarner Careers
		11112412		Interviewed	Website - TimeWarner Careers
		1119546		Interviewed	Website - TimeWarner Careers
		11130026		Interviewed	Website - TimeWarner Careers
		11133527		Interviewed	Website - TimeWarner Careers
		11134851		Interviewed	Website - TimeWarner Careers
		11135666		Hired	Ad - Buffalo News
		11135944		Interviewed	Referral - TW Cable News
		11136042		Interviewed	Referral - TW Cable Employee Referral
		7140120		Applicant	Website - TimeWarner Careers
		7153767		Interviewed	Website - TimeWarner Careers
		8654718		Interviewed	Website - TimeWarner Careers
		8095827		Interviewed	Website - TimeWarner Careers
		9131403		Interviewed	Website - TimeWarner Careers
		9522394		Interviewed	Website - TimeWarner Careers
		9712868		Interviewed	Website - TimeWarner Careers
	<b>Total</b>			<b>20</b>	
11851BR	Spec, Tech Support	10040237		Applicant	Website - TimeWarner Careers
		10457677		Applicant	Website - TimeWarner Careers
		10590393		Applicant	Website - TimeWarner Careers
		10885098		Applicant	Website - TimeWarner Careers
		11096337		Applicant	Website - TimeWarner Careers
		11112412		Applicant	Website - TimeWarner Careers
		1119546		Hired	Ad - Buffalo News
		11130026		Applicant	Website - TimeWarner Careers
		11133527		Applicant	Website - TimeWarner Careers
		11134851		Applicant	Website - TimeWarner Careers
		11135666		Applicant	Website - TimeWarner Careers
		11135944		Applicant	Website - TimeWarner Careers
		11136042		Applicant	Referral - TW Cable Employee Referral
		7140120		Applicant	Website - TimeWarner Careers
		7153767		Applicant	Website - TimeWarner Careers
		8654718		Applicant	Website - TimeWarner Careers
		9095827		Applicant	Website - TimeWarner Careers
		9131403		Applicant	Website - TimeWarner Careers
		9522394		Applicant	Website - TimeWarner Careers
		9712868		Applicant	Website - TimeWarner Careers
	<b>Total</b>			<b>20</b>	
	<b>1018 Total</b>			<b>80</b>	