

# 2020 FCC Unit Address List

FCC Unit: **13524**

FCC Unit Description: **Central California**

<u>Address</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>
7203 Sands Ln	Anderson	CA	96007
4450 California Avenue	Bakersfield	CA	93309
5649 Gosford Road	Bakersfield	CA	93313
1702 High St.	Delano	CA	93215
8120 Camino Arroyo	Gilroy	CA	95020
721 Maulhardt Ave	Oxnard	CA	93030
1680 E Gonzales Road	Oxnard	CA	93036
41551 10th Str W	Palmdale	CA	93551
2075 Theatre Drive	Paso Robles	CA	93446
375 N Main St	Porterville	CA	93257
5797 Eastside Rd	Redding	CA	96001
1401 Hilltop Drive	Redding	CA	96003
5835 Eastside Rd	Redding	CA	96001
1121 L Street Suite 400	Sacramento	CA	95814
270 Bridge St	San Luis Obispo	CA	93401
181 Tank Farm Rd, Ste 210 & 220	San Luis Obispo	CA	93401
118 N 8th St	Santa Paula	CA	93060
1555 Simi Town Center Way	Simi Valley	CA	93065
3640 Lake Tahoe Boulevard	South Lake Tahoe	CA	96150
773 N Walnut Rd	Turlock	CA	95380
2725 Countryside Dr	Turlock	CA	95380
27433 Tournay Rd	Valencia	CA	91355
2525 Knoll Dr	Ventura	CA	93003
51 West Main St	Ventura	CA	93001
12858 Production Place	Victorville	CA	92392
14400 Bear Valley Road	Victorville	CA	92392
475 Airport Blvd	Watsonville	CA	95076

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. -

**SECTION I IDENTIFYING INFORMATION**

A. Name of Operator:  
 TIME WARNER CABLE

MSO Name:  
 CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address  
 7910 CRESCENT EXECUTIVE DRIVE

City CHARLOTTE	State NC	Zip Code 28217-
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FCC Registration Number:

Emp. Unit ID # 13524

**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  
 VENTURA, CA

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) 07/01/2019-06/30/2020

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 or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS. [Exhibit 1]

**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,	
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	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		Title	GVP, LABOR & EMPLOYEE RELATIONS
Date	9/28/2020	Name of Respondent	KEVIN SMITH
Telephone No. (include area code)		2037054832	

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**

# 2019-2020 Recruitment Initiatives

FCC Unit: 13524 Central California

1. #16- Participation in any other activities reasonably calculated by the unit to further the goal of disseminating information about employment opportunities in multichannel video programming to job candidates who might otherwise be unaware of such opportunities.

## ***Indeed Sponsored Job Posting***

- November 26, 2019
- Description of Activity: Online Advertising
- Charter Representation: Recruiters & Managers
- Charter EEO Statement:

“The Spectrum brands (including Spectrum Networks, Spectrum Enterprise and Spectrum Reach) are powered and innovated by Charter Communications. Charter Communications reaffirms its commitment to providing equal opportunities for employment and advancement to qualified employees and applicants. Individuals will be considered for positions for which they meet the minimum qualifications and are able to perform without regard to race, color, gender, age, religion, disability, national origin, veteran status, sexual orientation, gender identity, or any other basis protected by federal, state or local laws.”

- Targeted Positions: All open positions

2. #14 - Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

## ***Behavioral Interviewing: What is it?***

Employees at this Charter FCC unit participated in the Behavioral Interviewing: What is it? training. This course is an overview of basic interviewing, the typical Charter interviewing process- phases and steps, as well as information about a specific type of interview question, behavioral-based. Employees explore behavioral interviewing, what it is, why we use it at Charter and how taking the time to find the right candidate helps them, Charter and the candidate be successful. This course is for all Charter supervisors, managers, and leaders as well as HR persons who interview and help select candidates.

# 2020 FCC Unit Outreach Source List

FCC Unit: 13524

FCC Unit Description: Central California

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
A Ticket to Success-Tulare County Office of Education	Visalia	CA	93291	jgarza@see.tcoe.org	559-730-2737
A Ticket to Success-Tulare County Office of Education	Visalia	CA	93291	rdeleon@see.tcoe.org	559-730-2737
Alliance Worknet (AW) Career Resource Center / Employment Development Department	Turlock	CA	95380	matilde.pena-hernandez@edd.ca.gov	209-669-2994
Alliance Worknet (AW) Career Resource Center / Employment Development Department	Turlock	CA	95380	spotts@edd.ca.gov	209-669-2994
Alpine County Career Center	Markleeville	CA	96120	jmorales@alpinecountyca.gov	530-694-2235
America Job Center of California -Shafter	Shafter	CA	93263	lindar@co.kern.ca.us	661-746-8400
America's Job Center of California - Bakersfield	Bakersfield	CA	93307	christina.garza@edd.ca.gov	661-635-2601
America's Job Center of California - Lancaster	Lancaster	CA	93534	gwendolyn.thornton@edd.ca.gov	
America's Job Center of California - Lancaster	Lancaster	CA	93534	maria.serrano@edd.ca.gov	
America's Job Center of California - Salinas	Salinas	CA	93905	alan.burrafato@edd.ca.gov	831-796-3600
America's Job Center of California - Salinas	Salinas	CA	93905	wookx@co.monterey.ca.us	831-796-3600
America's Job Center of California - San Luis Obispo County	San Luis Obispo	CA	93401	ldavidson@ccgoodwill.org	
America's Job Center of California - Victorville	Victorville	CA	92395	carl.reed@edd.ca.gov	760-552-6552
America's Job Center of California - Victorville	Victorville	CA	92395	ccompton@wdd.sbcounty.gov	760-552-6552
America's Job Center of California - Victorville	Victorville	CA	92395	cwatson@wdd.sbcounty.gov	760-552-6552
America's Job Center of California - Victorville	Victorville	CA	92395	fabrice.figaro@edd.ca.gov	760-552-6552
America's Job Center of California - Victorville	Victorville	CA	92395	luis.urgiles@edd.ca.gov	760-552-6552
America's Job Center of California of Hanford (Kings One Stop Job Center)	Hanford	CA	93230	Jessica.Rangel@edd.ca.gov	559-585-3532
America's Job Center of California of Hanford (Kings One Stop Job Center)	Hanford	CA	93230	lance.lippincott@co.kings.ca.us	559-585-3532
America's Job Center, East Ventura County	Simi Valley	CA	93065	loan.nguyen@ventura.org	805-955-2283
AMERICAN CAREER COLLEGE	Los Angeles	CA	90004	gohar@americancareer.com	213-383-2862
ANNENBERG SCHOOL FOR COMMUNICATION/USC	Los Angeles	CA	90086	oconnor@usc.edu	2137406045
AVENUES SUPPORTED LIVING SVC	Valencia	CA	91355	avesls@pacbell.net	6617029788
Black Women for Wellness	Los Angeles	CA	90008	info@bwwla.com	323-290-5955
Build West Valley WorkSource Center	Chatsworth	CA	91311	raguilera@buildonestop.com	818-701-9800
Burbank WorkForce Connection	Burbank	CA	91502	burbankworkforceconnection@burbankca.gov	818-238-5021
California Department of Rehabilitation of Oxnard	Oxnard	CA	93033	ddonaghe@dor.ca.gov	805-385-2400
CALIFORNIA DEPT OF REHABILITATION	Thousand Oaks	CA	91360	ashabanr@dor.ca.gov	805-371-6279
CALIFORNIA DEPT OF REHABILITATION	Riverside	CA		gwen@scrs-ilc.org	9517826650
CALIFORNIA DEPT OF REHABILITATION	Van Nuys	CA	91411	hugo.casian@dor.ca.gov	818-901-5024
CALIFORNIA DEPT OF REHABILITATION	Thousand Oaks	CA	91360	jstuhr@dor.ca.gov	805-371-6279
California Dept of Rehabilitation	San Luis Obispo	CA	93401	justin.mcintire@dor.ca.gov	805-594-6110
CALIFORNIA DEPT OF REHABILITATION	Thousand Oaks	CA	91360	karen.swanson@dor.ca.gov	805-371-6279
CALIFORNIA DEPT OF REHABILITATION	Compton	CA		mmcintyr@dor.ca.gov	3106371151
California State Department of Rehabilitation Bakersfield	Bakersfield	CA	93309	priscilla.varela@dor.ca.gov	661-395-2525

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
California State Department of Rehabilitation Fresno	Fresno	CA	93721	nancy.martinez@dor.ca.gov	
California State University Northridge	Northridge	CA	91330	career.internships@csun.edu	
Canoga Park/South Valley WorkSource Center	Canoga Park	CA	91303	sorietorrez@rescare.com	818-596-4448
Career Services Center - Taft	Taft	CA	93268	lindar@co.kern.ca.us	661-763-0202
Carpenter's Training Committee Of Northern California	Morgan Hill	CA	95037	presa@ctcnc.org	408-778-1552
Central County Occupational Center (Ccoc)	San Jose	CA	95136	leafarah@metroed.net	408-213-0961
City of LA Dept of Disability	Los Angeles	CA	90012	deanna.mcneally@lacity.org	213-202-2764
Community Services Employment Training	Visalia	CA	93291	chuck.gunsolus@cset.org	559-732-4194
Connections Workforce Development and Business Resource Center	South Lake Tahoe	CA	96150	bldgdept@edcgov.us	530-573-4330
CRAFTON HILLS COLLEGE	Yucaipa	CA		fsoutherland@craftonhills.edu	909-389-3361
CYPRESS COLLEGE	Cypress	CA		rrojas@cypresscollege.edu	714-484-7000
DOR - Culver City	Culver City	CA		saguilar@dor.ca.gov	
Downtown/Pico-Union WorkSource Center, Pacific Asian Consortium in Employment	Los Angeles	CA	90017	esooohoo@westlake-worksource.org	213-353-1677
EDD Workforce Service	San Francisco	CA	94102	dtam@edd.ca.gov	415-749-7503
EDD Workforce Service	San Francisco	CA	94102	richard.johnson@edd.ca.gov	415-749-7503
El Proyecto Del Barrio WorkSource Center	Arleta	CA	91331	mduran@wscalnetwork.org	818-504-0334
El Proyecto Del Barrio WorkSource Center	Arleta	CA	91331	smoncada@wscalnetwork.org	818-504-0334
Expandability	San Jose	CA	95128	karen@expandability.org	408-278-2000
Foothill Employment & Training Connection	Pasadena	CA	91106	gnorris@foothilletc.org	626-796-5627
Foothill Employment & Training Connection	Pasadena	CA	91106	jbarakat@foothilletc.org	626-796-5627
GOOD SHEPHERD CENTER	Los Angeles	CA	90026	evaldes@gschemeless.org	213-482-1834
Goodwill Central Coast Career Center	Santa Cruz	CA	95060	jobs@ccgoodwill.org	831-423-8611
Goodwill Workforce Development - Modesto	Modesto	CA	95350	mjahnke@goodwill-sjv.org	559-224-0162
Healthy African American	Los Angeles	CA	90008	ljoneshaaf@aol.com	323-292-2002
Hollywood WorkSource Center	Los Angeles	CA	90029	marshawn.robinson@edd.ca.gov	
Hollywood WorkSource Center	Los Angeles	CA	90029	mgardner@mcs-careergroup.com	
Housing Authority City of Los Angeles Imperial Courts	Los Angeles	CA	90057	pamela.paige@hacla.org	323-249-7751
Housing Authority of the City of Los Angeles	Los Angeles	CA	90059	joclyn.molo@hacla.org	323-249-7751
HUNTINGTON CAREER COLLEGE	Los Angeles	CA	90010	hccusa@gmail.com	2137365505
ILC OF SOUTHERN CA	Van Nuys	CA	91401	jmarinsharp@ilcsc.org	8187856934
INTERCOAST COLLEGE	Burbank	CA	91502	ajabrayan@intercoast.edu	8185008400
Jay Nolan Community Services	Mission Hills	CA	91345	terri Lynn@jaynolan.org	818-361-6400
Job Corp Center	Imperial Beach	CA		fischman.gabriel@jobcorps.org	5629831777
JobTrain	Menlo Park	CA	94025	german.alvarado@edd.ca.gov	650-330-6432
JobTrain	Menlo Park	CA	94025	hassan.salehi@edd.ca.gov	650-330-6432
JobTrain	Menlo Park	CA	94025	ravelar@jobtrainworks.org	650-330-6432
JVS Los Angeles	Sherman Oaks	CA	91403	jsantiago@jvsla.org	8185017756
JVS West Hollywood Worksource Center	West Hollywood	CA	90036	jsantiago@jvsla.org	310-652-6378
JVS West Hollywood Worksource Center	West Hollywood	CA	90036	sszorabian@jvsla.org	310-652-6378
Korean American Federation of Los Angeles	Los Angeles	CA	90006	info@kafila.org	323-732-0700
KSCR - UNIV SOUTHERN CALIFORNIA	Los Angeles	CA	90089	blevine@usc.edu	2137405727
LAUDS/PACOIMA SKILL CENTER	Pacoima	CA	91331	sxh8031@lausd.net	8188969558
Lighthouse San Francisco	San Francisco	CA	94102	kwilliams@lighthouse-sf.org	415-431-1481
Little Tokyo Service Center	Los Angeles	CA	90013	ghernandez@ltscc.org	213-473-3030
LONG BEACH CITY COLLEGE	Long Beach	CA		rbrinker@lbcc.edu	5629384355
LOS ANGELES JOB CORPS CENTER	Los Angeles	CA	90015	gallardo.carlos@jobcorps.org	2137415391
Los Angeles Urban League	Los Angeles	CA	90008	Connie.Thomas@edd.ca.gov	323-299-9660

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Los Angeles Urban League	Los Angeles	CA	90008	marie.manuel-esguerra@laul.org	323-299-9660
Mark Sanders AJCC	Sacramento	CA	95817	ckatalba@edd.ca.gov	916-227-0301
Mark Sanders AJCC	Sacramento	CA	95817	elizabeth.tanner@edd.ca.gov	916-227-0301
Mark Sanders AJCC	Sacramento	CA	95817	john.plane@edd.ca.gov	916-227-0301
Mark Sanders AJCC	Sacramento	CA	95817	Joseph.Carlotti@edd.ca.gov	916-227-0301
Mark Sanders AJCC	Sacramento	CA	95817	robert.weil@edd.ca.gov	916-227-0301
Mark Sanders AJCC	Sacramento	CA	95817	samuel.martin@edd.ca.gov	916-227-0301
Merritt College One Stop Career Center	Oakland	CA	94619	hgraham@peralta.edu	510-436-2637
MESA Engineering Program	San Jose	CA	95192	blanca.sanchez@sjsu.edu	
MESA Engineering Program	San Jose	CA	95192	rich.trocio@sjsu.edu	
Momentum for Mental Health	San Jose	CA	95126	bjohns@momentummh.org	
Momentum for Mental Health	San Jose	CA	95126	dstagner@momentummh.org	
MOORPARK/SIMI VALLEY NEIGHBORHOOD FOR LRNG	Moorpark	CA	93021	moorpark@sbcglobal.net	8055521944
National Veterans Foundation	Los Angeles	CA	90045	rich@nvf.org	310-642-0255
NevadaJobConnect Sparks	Sparks	NV	89431	tmdoud@detr.nv.gov	775-284-9520
North San Jose America's Job Center of California	San Jose	CA	95112	Charles.Castrovinci@edd.ca.gov	408-216-6202
North San Jose America's Job Center of California	San Jose	CA	95112	gonzalo.alvarez@edd.ca.gov	408-216-6202
North San Jose America's Job Center of California	San Jose	CA	95112	john.borelli@edd.ca.gov	408-216-6202
Northeast San Fernando Valley WorkSource Center	Pacoima	CA	91331	tflynn@ypiusa.org	
Oxnard America	Oxnard	CA	93036	Christy.Norton@ventura.org	805-204-5100
Oxnard College Job & Career Center	Oxnard	CA	93033	genesia.dawson@ventura.org	805-986-7366
Palmdale AJCC	Palmdale	CA	93550	dsantamaria@jvs-socal.org	661-265-7421
PASADENA CITY COLLEGE	Pasadena	CA		yxdelapaz@pasadena.edu	6265853377
PITZER COLLEGE	Claremont	CA		careerservices@pitzer.edu	9096218519
Pleasantview Industries	Clarita	CA	91350	ghpvi@sbcglobal.net	6612966700
Porterville Employment Connection One-Stop Center	Porterville	CA	93257	Jessica.Rangel@edd.ca.gov	559-788-1400
Porterville Employment Connection One-Stop Center	Porterville	CA	93257	juan.vasquez@edd.ca.gov	559-788-1400
ProNet Job Club	Reno	NV	89502	pwhite@join.org	775-336-4450
Pv Jobs	Los Angeles	CA	90045	prlh-dlcnrjems@navy.mil	310-482-4684
Rancho Cucamonga Employment Resource Center	Rancho Cucamonga	CA	91730	ccompton@wdd.sbcounty.gov	909-941-6500
Rancho Cucamonga Employment Resource Center	Rancho Cucamonga	CA	91730	hidejiro.hiratsuka@edd.ca.gov	909-941-6500
Rancho Cucamonga Employment Resource Center	Rancho Cucamonga	CA	91730	java.beck@edd.ca.gov	909-941-6500
Redding - Workforce Services Office	Redding	CA	96001	amber.yearnton@edd.ca.gov	530-225-2185
Redding - Workforce Services Office	Redding	CA	96001	thomas.johnson@edd.ca.gov	530-225-2185
Riverside County Workforce Development Center	Riverside	CA	92507	lance.sayavong@edd.ca.gov	951-955-3100
Riverside County Workforce Development Center	Riverside	CA	92507	nellie.fowler@edd.ca.gov	951-955-3100
Riverside County Workforce Development Center	Riverside	CA	92507	richard.rocha@edd.ca.gov	951-955-3100
Riverside County Workforce Development Center	Riverside	CA	92507	wmerlino@rivcoeda.org	951-955-3100
Salvation Army	San Diego	CA		ajsqds@yahoo.com	619-231-6000
SALVATION ARMY	San Pedro	CA		araceli.de.leon@usw.salvationarmy.org	3108327228
SALVATION ARMY	Torrance	CA		ernesto.madrid@usw.salvationarmy.org	3103701986
San Benito County America's Job Center of California	Hollister	CA	95023	raymond.creech@edd.ca.gov	831-637-5627
SAN JOSE CONSERVATION CORP	San Jose	CA	95111	olga@sjcccharterschool.org	4085956542
SAN JOSE JOB CORPS CENTER	San Jose	CA		hipol-tan.febe@jobcorps.org	4082545627
Santa Clara Valley Job & Career Center	Santa Paula	CA	93060	jaime.duncan@ventura.org	805-933-8300
Santa Clarita Goodwill	Santa Clarita	CA	91355	jmorgan@goodwillsocial.org	661-799-9675
Santa Clarita Goodwill	Santa Clarita	CA	91355	sara.rivas@canyons.edu	661-799-9675



Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
SER-Jobs For Progress, Inc.	Ocean Side	CA	92057	felix.ramirez48@yahoo.com	951-296-2929
SIMI VALLEY BROADCAST ACADEMY	Simi Valley	CA	93063	ersandoval@yahoo.com	8055834592
Smart Business Resource Center	Redding	CA	96001	rbetsey@thesmartcenter.biz	
Smart Business Resource Center	Redding	CA	96001	thomas.johnson@edd.ca.gov	
South Bay One Stop Business and Career Center	Inglewood	CA	90301	Christopher.Richburg@edd.ca.gov	310-680-3700
South Bay One Stop Business and Career Center	Inglewood	CA	90301	rchavez@sbwib.org	310-680-3700
South Bay One Stop Business and Career Center	Inglewood	CA	90301	ronald.warren@edd.ca.gov	310-680-3700
South Los Angeles WorkSource Center	Los Angeles	CA	90037	aguerrero@letc.com	323-730-7900
Southwest Workforce Development Center	Murrieta	CA	92563	jason.gilbert@edd.ca.gov	951-304-5900
Southwest Workforce Development Center	Murrieta	CA	92563	randy.sandusky@edd.ca.gov	951-304-5900
Southwest Workforce Development Center	Murrieta	CA	92563	richard.rocha@edd.ca.gov	951-304-5900
SOVA	Van Nuys	CA	91406	Isoriano@jfsla.org	8189887682
ST MARGARET CTR	Inglewood	CA	90304	st.marg.jobs@gmail.com	3106722208
St. Francis of Assistance Network - St. Francis of Assisi Parish	San Jose	CA	95135	sfansfoa@gmail.com	408-223-1770
Stanislaus County Career Alliance WorkNet	Modesto	CA	95354	emilia.gaytanreid@edd.ca.gov	209-558-9675
Stanislaus County Career Alliance WorkNet	Modesto	CA	95354	mhernan7@edd.ca.gov	209-558-9675
Sun Valley WorkSource Center	Sun Valley	CA	91352	leandro.macias@edd.ca.gov	818-504-0334
Sun Valley WorkSource Center	Sun Valley	CA	91352	smoncada@wscalnetwork.org	818-504-0334
Sun Valley WorkSource Center	Sun Valley	CA	91352	suhadjaber@wscalnetwork.org	818-504-0334
Thai Health And Information Services Inc	Los Angeles	CA	90038	info@thaihealth.org	323-498-5211
The Center for Sexuality & Gender Diversity	Bakersfield	CA	93303	assist@thecenterbak.org	661-404-5209
The Job Market	Eureka	CA	95501	slandry@co.humboldt.ca.us	707-441-5627
THOMAS AQUINAS COLLEGE	Santa Paula	CA		careers@thomasaquinas.edu	8055254417
Tulare County Employment Connection	Visalia	CA	93277	chuck.gunsolus@cset.org	559-713-5000
Tulare County Employment Connection	Visalia	CA	93277	juan.vasquez@edd.ca.gov	559-713-5000
VA Health Care	Menlo Park	CA	94025	priscilla.azcueta@va.gov	650-493-5000
Ventura Community Center	Oxnard	CA	93036	sandra.lozano@ventura.org	805-850-5091
Ventura Job & Career Center	Ventura	CA	93003	Christy.Norton@ventura.org	805-654-3434
Ventura Job & Career Center	Ventura	CA	93003	jaime.duncan@ventura.org	805-654-3434
Ventura Job & Career Center	Ventura	CA	93003	jeri.jiminez@ventura.org	805-654-3434
Ventura Job & Career Center	Ventura	CA	93003	nancy.ambriz@ventura.org	805-654-3434
Verdugo Jobs Center	Glendale	CA	91204	gWashington@ci.glendale.ca.us	
West Los Angeles American Job Center	Marina del Rey	CA	90292	marvin.wilson@edd.ca.gov	310-309-6000
West Oxnard Job & Career Center	Oxnard	CA	93036	christy.norton@ventura.org	805-204-5100
West Oxnard Job & Career Center	Oxnard	CA	93036	daniel.venegas@edd.ca.gov	805-204-5100
West Oxnard Job & Career Center	Oxnard	CA	93036	david.navarrete@edd.ca.gov	805-204-5100
West Oxnard Job & Career Center	Oxnard	CA	93036	peter.rosales@edd.ca.gov	805-204-5100
West Oxnard Job & Career Center	Oxnard	CA	93036	robert.shiverdecker@edd.ca.gov	805-204-5100
Wilshire - Metro WorkSource Center (Community Career Development, Inc.)	Los Angeles	CA	90010	rrose@communitycareer.org	213-365-9829
Wilshire - Metro WorkSource Center (Community Career Development, Inc.)	Los Angeles	CA	90010	wilshireinfo@communitycareer.org	213-365-9829
Work for Warriors - Nevada National Guard	North Las Vegas	NV	89165	toni.j.giddens.ctr@mail.mil	702-632-0500
Work For Warriors (CA Military Department)	San Jose	CA	95134	jason.m.cameron.ctr@mail.mil	916-245-0582
Work For Warriors Nevada	Las Vegas	NV	89139	tammy.b.richardson.ctr@mail.mil	702-856-4951
work2future - Gilroy Job Center	Gilroy	CA	95020	lejohnson@eckerd.org	408-758-3339
work2future - Gilroy Job Center	Gilroy	CA	95020	yolanda.valverde@work2futurefoundation.org	408-758-3339
Workability 3	GILROY	CA	95020	jrichburg@gavilan.edu	408-848-4857



<b><u>Agency</u></b>	<b><u>City</u></b>	<b><u>State</u></b>	<b><u>Postal Code</u></b>	<b><u>Recipient Email(s)</u></b>	<b><u>Phone Number</u></b>
Workforce Resource Center - Santa Barbara	Santa Barbara	CA	93101	frank.campo@edd.ca.gov	805-568-1314
Workforce Resource Center - Santa Barbara	Santa Barbara	CA	93101	robert.shiverdecker@edd.ca.gov	805-568-1314
Workforce Resource Center - Santa Barbara	Santa Barbara	CA	93101	Rodrigo.gonzalez@edd.ca.gov	805-568-1314
WorkNet America's Job Center - Merced County	Merced	CA	95340	mpena@co.merced.ca.us	209-724-2100

# 2020 FCC Source Evaluation Report

FCC Unit: 13524

FCC Unit Description: Central California

Source	Applicant Count	Interview Count	Hire Count
Campaign - Indeed	43	43	19
Contractor - Conversion	1	1	1
Direct Sourcing - ATS	48	47	32
Direct Sourcing - LinkedIn	1	1	1
Direct Sourcing - Sourcing Specialist	2	2	2
Former Employee - Rehire	6	6	6
Internal - Internal Hire	5	5	5
Internet - Indeed	114	114	73
Internet - LinkedIn	1	1	1
Internet - Other	1	1	1
Job Fair - Internal	14	14	5
Referral - Employee Referral	24	24	21
Referral - Manager Referral	2	2	2
Website - External Career Site	3118	357	23
<b>Grand Total</b>	<b>3380</b>	<b>618</b>	<b>192</b>

## 2020 FCC Source Report

FCC Unit: 13524  
FCC Unit Description: Central California

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
244444BR	Store Associate Nonexempt	Website - External Career Site Internet - Indeed	13 1	5 1	1 1
244455BR	Account Executive Exempt	Website - External Career Site Direct Sourcing - ATS	73 2	3 2	0 1
244573BR	Multimedia Journalist Exempt	Website - External Career Site Direct Sourcing - LinkedIn	39 1	0 1	0 1
244740BR	Field Technician I Nonexempt	Website - External Career Site Internal - Internal Hire Internet - Indeed	20 1 1	5 1 1	0 1 1
244788BR	Account Executive Exempt	Website - External Career Site Direct Sourcing - ATS	8 1	0 1	0 1
244867BR	Account Executive Exempt	Website - External Career Site Former Employee - Rehire	16 1	2 1	0 1
245272BR	Field Technician I Nonexempt	Website - External Career Site Direct Sourcing - ATS	21 2	3 2	0 2
245280BR	Direct Sales Rep Exempt	Website - External Career Site Referral - Employee Referral Internet - Indeed	21 2 1	9 2 1	0 0 1
245294BR	Store Associate Nonexempt	Website - External Career Site Internet - Indeed	5 1	0 1	0 1
245382BR	Field Technician I Nonexempt	Website - External Career Site Direct Sourcing - ATS	13 3	3 3	0 1
245541BR	Construction Coordinator I Nonexempt	Website - External Career Site Former Employee - Rehire	14 1	7 1	0 1
245634BR	Field Technician I Nonexempt	Website - External Career Site Direct Sourcing - ATS	138 3	5 3	0 2
245776BR	Account Coordinator Nonexempt	Website - External Career Site Contractor - Conversion	40 1	1 1	0 1
246018BR	Store Associate - PT Nonexempt	Website - External Career Site Internet - Indeed	89 1	9 1	0 1
246029BR	Direct Sales Rep Exempt	Website - External Career Site Internet - Indeed Referral - Employee Referral	24 1 1	4 1 1	0 1 1
246064BR	Sup, Direct Sales Exempt	Website - External Career Site Internet - Indeed	13 1	2 1	0 1
246128BR	Store Associate Nonexempt	Website - External Career Site Internet - Indeed	85 2	14 2	0 0

<b>Requisition</b>	<b>Job Title</b>	<b>Source</b>	<b>Applicant Count</b>	<b>Interview Count</b>	<b>Hire Count</b>
246165BR	Direct Sales Rep Exempt	Internal - Internal Hire	1	1	1
		Referral - Employee Referral	1	1	1
246321BR	Store Associate - PT Nonexempt	Website - External Career Site	21	2	0
		Internet - Indeed	2	2	1
246374BR	Direct Sales Rep Exempt	Website - External Career Site	35	4	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
246576BR	Store Associate Nonexempt	Website - External Career Site	6	2	0
		Referral - Employee Referral	1	1	1
247013BR	Sup, Direct Sales Exempt	Website - External Career Site	118	1	0
		Referral - Employee Referral	1	1	1
247017BR	Store Greeter Nonexempt	Website - External Career Site	16	3	0
		Internet - Indeed	1	1	1
247063BR	Direct Sales Rep Exempt	Website - External Career Site	84	3	0
		Referral - Employee Referral	1	1	1
247226BR	Direct Sales Rep Exempt	Website - External Career Site	62	9	0
		Internet - Indeed	2	2	2
		Internal - Internal Hire	1	1	1
247623BR	Account Executive Exempt	Website - External Career Site	31	5	1
		Referral - Employee Referral	1	1	1
247724BR	Store Associate Nonexempt	Website - External Career Site	34	0	0
		Internet - LinkedIn	1	1	1
247771BR	Store Associate Nonexempt	Website - External Career Site	13	3	0
		Internet - Indeed	1	1	1
247783BR	Field Technician I Nonexempt	Website - External Career Site	18	7	0
		Internet - Indeed	3	3	1
		Direct Sourcing - Sourcing Specialist	1	1	1
		Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	1
247848BR	Mgr, Adv Advertising Sales Exempt	Website - External Career Site	21	5	0
		Direct Sourcing - ATS	4	4	3
247909BR	Store Associate Nonexempt	Website - External Career Site	27	4	1
248050BR	Direct Sales Rep Exempt	Website - External Career Site	3	1	0
		Internet - Indeed	1	1	1
248062BR	Field Technician I Nonexempt	Website - External Career Site	11	0	0
		Internet - Indeed	1	1	1
248146BR	Store Associate - PT Nonexempt	Website - External Career Site	13	3	0
		Direct Sourcing - ATS	4	4	1
		Internet - Indeed	2	2	2
248214BR	Field Technician I Nonexempt	Website - External Career Site	81	8	0
		Internet - Indeed	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
248246BR	Field Technician II Nonexempt	Website - External Career Site	23	1	0
		Direct Sourcing - ATS	1	1	1
248457BR	Direct Sales Rep Exempt	Direct Sourcing - ATS	1	0	1
		Website - External Career Site	12	2	0
249148BR	Store Associate Nonexempt	Internet - Indeed	2	2	2
		Internet - Other	1	1	1
		Website - External Career Site	20	2	1
249239BR	Direct Sales Rep Exempt	Website - External Career Site	22	7	1
249249BR	Store Associate - PT Nonexempt	Website - External Career Site	85	2	0
		Direct Sourcing - ATS	1	1	1
249805BR	Direct Sales Rep Exempt	Website - External Career Site	9	2	1
249954BR	Direct Sales Rep Exempt	Website - External Career Site	35	8	2
250022BR	Store Associate Nonexempt	Website - External Career Site	11	0	0
		Internet - Indeed	1	1	1
250252BR	Field Technician I Nonexempt	Website - External Career Site	18	5	0
		Direct Sourcing - ATS	4	4	2
250254BR	Field Technician I Nonexempt	Website - External Career Site	25	2	0
		Direct Sourcing - ATS	2	2	1
		Internet - Indeed	1	1	1
250310BR	Store Associate Nonexempt	Website - External Career Site	22	3	0
		Internet - Indeed	1	1	1
250505BR	Direct Sales Rep Exempt	Website - External Career Site	11	4	0
		Campaign - Indeed	1	1	1
		Internet - Indeed	1	1	1
250590BR	Human Resources Generalist Exempt	Website - External Career Site	50	3	0
		Internet - Indeed	1	1	1
250767BR	Direct Sales Rep Exempt	Website - External Career Site	30	6	0
		Internet - Indeed	7	7	3
		Campaign - Indeed	6	6	2
250823BR	Advanced Advertising Planner Exempt	Website - External Career Site	19	1	0
		Referral - Employee Referral	1	1	1
251269BR	Direct Sales Rep Exempt	Campaign - Indeed	4	4	3
		Website - External Career Site	2	1	0
251305BR	Store Associate - PT Nonexempt	Website - External Career Site	42	8	0
		Direct Sourcing - Sourcing Specialist	1	1	1
		Former Employee - Rehire	1	1	1
251850BR	Store Associate Nonexempt	Website - External Career Site	29	4	0
		Referral - Employee Referral	1	1	1
251942BR	Direct Sales Rep Exempt	Website - External Career Site	10	1	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
252467BR		Campaign - Indeed	2	2	1
	<b>Store Associate Nonexempt</b>				
		Website - External Career Site	96	14	0
		Former Employee - Rehire	1	1	1
252657BR					
	<b>Direct Sales Rep Exempt</b>				
		Website - External Career Site	8	1	0
		Internet - Indeed	7	7	3
		Campaign - Indeed	4	4	1
252660BR					
	<b>Direct Sales Rep Exempt</b>				
		Website - External Career Site	15	0	0
		Internet - Indeed	6	6	1
252667BR					
	<b>Direct Sales Rep Exempt</b>				
		Website - External Career Site	87	14	0
		Campaign - Indeed	11	11	7
		Job Fair - Internal	8	8	2
		Internet - Indeed	4	4	3
		Referral - Employee Referral	1	1	1
252970BR					
	<b>Store Associate Nonexempt</b>				
		Website - External Career Site	47	7	0
		Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	1
253290BR					
	<b>Sup, Direct Sales Nesting Exempt</b>				
		Website - External Career Site	17	5	0
		Internet - Indeed	1	1	1
253723BR					
	<b>Direct Sales Rep Exempt</b>				
		Website - External Career Site	14	3	0
		Direct Sourcing - ATS	4	4	3
		Campaign - Indeed	1	1	1
253735BR					
	<b>Store Associate - PT Nonexempt</b>				
		Website - External Career Site	32	4	1
253753BR					
	<b>Field Technician I Nonexempt</b>				
		Website - External Career Site	45	7	0
		Direct Sourcing - ATS	1	1	1
254311BR					
	<b>Field Technician I Nonexempt</b>				
		Website - External Career Site	30	7	1
		Direct Sourcing - ATS	2	2	1
254675BR					
	<b>Account Executive Exempt</b>				
		Website - External Career Site	12	1	1
254939BR					
	<b>Direct Sales Rep Exempt</b>				
		Website - External Career Site	11	6	0
		Campaign - Indeed	6	6	1
		Internet - Indeed	2	2	1
254966BR					
	<b>Store Associate - PT Nonexempt</b>				
		Website - External Career Site	83	10	0
		Internet - Indeed	1	1	1
255025BR					
	<b>Account Executive Exempt</b>				
		Website - External Career Site	14	0	0
		Direct Sourcing - ATS	1	1	1
255134BR					
	<b>Store Associate Nonexempt</b>				
		Website - External Career Site	14	0	0
		Internet - Indeed	1	1	1
255343BR					
	<b>Direct Sales Rep Exempt</b>				
		Website - External Career Site	28	3	0
		Campaign - Indeed	2	2	0
		Direct Sourcing - ATS	2	2	2
255484BR					
	<b>Store Greeter Nonexempt</b>				
		Website - External Career Site	10	2	1
255705BR					
	<b>Account Executive Exempt</b>				
		Website - External Career Site	23	3	1



<b>Requisition</b>	<b>Job Title</b>	<b>Source</b>	<b>Applicant Count</b>	<b>Interview Count</b>	<b>Hire Count</b>
256019BR	Direct Sales Rep Exempt	Referral - Employee Referral	2	2	1
		Internal - Internal Hire	1	1	1
256162BR	Direct Sales Rep Exempt	Website - External Career Site	33	6	0
		Internet - Indeed	3	3	1
256277BR	Asst Mgr, Store Exempt	Website - External Career Site	24	3	0
		Internet - Indeed	4	4	1
256865BR	Field Technician I Nonexempt	Website - External Career Site	8	1	0
		Internet - Indeed	1	1	1
256866BR	Field Technician III Nonexempt	Website - External Career Site	14	0	0
		Direct Sourcing - ATS	1	1	0
		Referral - Employee Referral	1	1	1
256879BR	Direct Sales Rep Exempt	Internet - Indeed	1	1	1
		Website - External Career Site	19	2	0
		Direct Sourcing - ATS	3	3	3
		Campaign - Indeed	1	1	1
257097BR	Account Coordinator Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	50	4	1
257229BR	EAE - Generalist Exempt	Website - External Career Site	15	3	0
		Referral - Manager Referral	1	1	1
257498BR	Direct Sales Rep Exempt	Website - External Career Site	10	3	0
		Internet - Indeed	9	9	2
		Campaign - Indeed	5	5	1
257771BR	Store Associate Nonexempt	Website - External Career Site	48	0	0
		Internet - Indeed	1	1	1
		Job Fair - Internal	1	1	0
257773BR	Store Associate Nonexempt	Website - External Career Site	34	0	0
		Job Fair - Internal	2	2	2
		Internet - Indeed	1	1	1
257776BR	Store Associate - PT Nonexempt	Website - External Career Site	21	0	0
		Job Fair - Internal	1	1	1
257777BR	Store Associate - PT Nonexempt	Website - External Career Site	24	0	0
		Internet - Indeed	3	3	3
257798BR	Account Executive Exempt	Website - External Career Site	11	2	0
		Referral - Manager Referral	1	1	1
257831BR	Field Technician I Nonexempt	Website - External Career Site	18	5	0
		Direct Sourcing - ATS	2	2	2
258053BR	Waste Management Area Coord Exempt	Website - External Career Site	29	3	0
		Former Employee - Rehire	1	1	1
258088BR	Store Associate Nonexempt	Website - External Career Site	17	1	1
		Website - External Career Site	33	4	0
258123BR	Store Associate Nonexempt	Internet - Indeed	1	1	1

<b>Requisition</b>	<b>Job Title</b>	<b>Source</b>	<b>Applicant Count</b>	<b>Interview Count</b>	<b>Hire Count</b>
<b>258616BR</b>	<b>Store Associate - PT Nonexempt</b>				
		Website - External Career Site	40	1	0
		Internet - Indeed	1	1	1
<b>258644BR</b>	<b>Store Associate Nonexempt</b>				
		Website - External Career Site	15	1	0
		Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
<b>259020BR</b>	<b>Direct Sales Rep Exempt</b>				
		Website - External Career Site	23	0	0
		Internet - Indeed	6	6	1
<b>259047BR</b>	<b>Store Associate Nonexempt</b>				
		Website - External Career Site	89	0	0
		Internet - Indeed	4	4	4
		Job Fair - Internal	2	2	0
<b>259061BR</b>	<b>Sup, Direct Sales Exempt</b>				
		Website - External Career Site	7	1	0
		Internet - Indeed	1	1	1
<b>259272BR</b>	<b>Store Associate Nonexempt</b>				
		Website - External Career Site	21	0	0
		Internet - Indeed	2	2	2
<b>259559BR</b>	<b>Maintenance Technician I Nonexempt</b>				
		Website - External Career Site	16	2	0
		Direct Sourcing - ATS	1	1	1
<b>259652BR</b>	<b>Store Associate Nonexempt</b>				
		Website - External Career Site	7	0	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
<b>260475BR</b>	<b>Field Technician I Nonexempt</b>				
		Website - External Career Site	28	2	0
		Direct Sourcing - ATS	3	3	1
<b>261425BR</b>	<b>Store Associate Nonexempt</b>				
		Website - External Career Site	21	0	0
		Internal - Internal Hire	1	1	1
		Internet - Indeed	1	1	1
<b>261535BR</b>	<b>Store Associate Nonexempt</b>				
		Website - External Career Site	17	2	1
<b>261568BR</b>	<b>Store Associate Nonexempt</b>				
		Website - External Career Site	45	4	2
<b>261578BR</b>	<b>Multi-Tenant Sales Rep Exempt</b>				
		Website - External Career Site	8	1	1
<b>262083BR</b>	<b>Store Associate Nonexempt</b>				
		Website - External Career Site	27	2	1
<b>263066BR</b>	<b>Store Associate Nonexempt</b>				
		Website - External Career Site	7	1	0
		Referral - Employee Referral	1	1	1
<b>263273BR</b>	<b>Direct Sales Rep Exempt</b>				
		Website - External Career Site	18	3	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
<b>263293BR</b>	<b>Direct Sales Rep Exempt</b>				
		Website - External Career Site	16	7	0
		Internet - Indeed	6	6	4
<b>263309BR</b>	<b>Direct Sales Rep Exempt</b>				
		Website - External Career Site	8	2	0
		Internet - Indeed	1	1	1
<b>263630BR</b>	<b>Direct Sales Rep Exempt</b>				
		Website - External Career Site	4	4	2
<b>263656BR</b>					

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
	Direct Sales Rep Exempt				
		Internet - Indeed	1	1	1
<b>263658BR</b>					
	Direct Sales Rep Exempt				
		Website - External Career Site	6	6	1
		Internet - Indeed	2	2	2
		Referral - Employee Referral	2	2	2
<b>Grand Total</b>			<b>3380</b>	<b>618</b>	<b>192</b>