

Fifth Annual State Video Franchise Holder Employment Report

**As Required by the Digital Infrastructure and
Video Competition Act of 2006 (DIVCA)**

**California Public Utilities Commission
Communications Division**

September 24, 2014

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I. Executive Summary

Background

In 2006, the Legislature adopted the Digital Infrastructure and Video Competition Act (DIVCA) in order to spur broadband deployment and increase competition in the video and broadband marketplace in California.¹ The new law created a state franchising regime for cable companies and other video providers, which replaced the existing locally-issued franchise regime.

DIVCA requires the California Public Utilities Commission (CPUC) to collect employment information from state-issued video franchises employing more than 750 full-time employees in California. The CPUC is required to post the information on its website and report it to The Assembly Committee on Utilities and Commerce and the Senate Committee on Energy, Utilities and Communications annually.

This is the fifth annual State Video Franchise Holder Employment Report (Report). The data in this Report reflects data collected for the year 2011 and was current as of December 31, 2011. As in the past, six state-issued video franchise holders reported that they employed more than 750 full-time employees in the State of California. The franchise holders were AT&T California (AT&T), Verizon, Time Warner, Comcast, Cox and Charter.

Key Findings

The data show that all six of the state-issued video franchise holders, with more than 750 employees, reported declines in their overall number of employees during 2011. These declines are in contrast to the slight uptick in employment across the State of California in 2011. While total employment across these six video franchise holders fell 4.9% (-2,168) to 41,719 during 2011 in CA, it was a much smaller decrease than the 10.4% decrease reported during 2010.

Between 2007 and December 2011, total employment across these same six video franchise holders in CA declined by 26.5% (-15,029). AT&T California's total employment in CA (excluding AT&T Mobility) declined by 30.6% (-9,028) between 2007 and December 2011 and Verizon's declined by 33.3% (-2,701) during that same period.

There is a wide range of wages and salaries for all levels of employees across all reporting video franchise holders. With the exception of AT&T, the average salaries and wages of almost all categories of employees of most of the reporting video franchise holders increased slightly during 2011. Charter had the largest increases in salaries across four of the categories, while also reporting significant declines in three categories. Across all six categories that AT&T reported, average wages and salaries (including benefits) declined significantly during 2011. In contrast, at Verizon, average wages and salaries (including benefits) increased across all four categories they reported. Time Warner, Comcast, and Cox reported increases and decreases in various categories.

¹ Cal. Pub. Util. Code §§440-444 and §5800 *et seq.*

Time Warner forecasted the largest expansion of its workforce during 2012, forecasting 598 net new positions for 2012.² The table on page 15 shows that Time Warner beat their forecasts by adding 945 employees in these occupational classifications during 2012. Charter forecasted that they would add 22 net new positions during 2012 and Cox forecasted adding 31.5 employees. AT&T, Comcast and Verizon did not provide forecasts.

II. Employment Reporting Required Under DIVCA

The Digital Infrastructure and Video Competition Act of 2006 (DIVCA) requires each state-issued video franchise holder employing more than 750 full-time employees in California to submit certain information every year on April 1 for the preceding year. State-issued video franchise holders are required by section 5920 (a) of the Public Utilities Code to submit the following information:

- Number of California residents employed on a full-time basis
- Percentage of the state-issued video franchise holder's total domestic workforce that resides in California
- Employees categorized by occupation
- Average wages and salaries (including benefits) categorized by occupation
- Number of out-of-state residents employed by independent contractors, which personally provide services to the franchise holder, unless the holder is contractually prohibited from disclosing this information to the public
- Forecast of the number of net new positions expected to be created during the next year (2012)

As in the past, of the 45 state-issued video franchise holders, the following six had more than 750 full-time employees in California and were therefore required to report employment data for 2011:

- AT&T California
- Verizon California
- Comcast
- Charter Communications
- Cox Communications
- Time Warner³

The employees of state-issued video franchise holders that are described in this report may be involved in wireline telephone, video, and / or data services. DIVCA does not require franchise holders to categorize their employees by the type of technology they work on; therefore, this data is not available. Video programming operations may include existing local affiliates of state-issued video franchise holders. AT&T and Verizon's employment numbers exclude data from some of their related operations, as detailed below.

- Verizon California's employment submission **includes** the total number of employees in its wireline telephone, DSL and FiOS data and video operations. Verizon's employment submission **excludes** Verizon's wireless operations and **excludes** the following Verizon affiliates: Verizon West Coast (small ILEC), Corporate (legal, regulatory), Verizon Business or non-affiliates such as

² These forecasts do NOT represent the total number of employees for these video franchise holders. The tables showing the total number of employees can be found on pages 4 and 6 of this report. The table on page 9 of this report compares the total numbers of employees by occupational category in 2011 with the number in 2010.

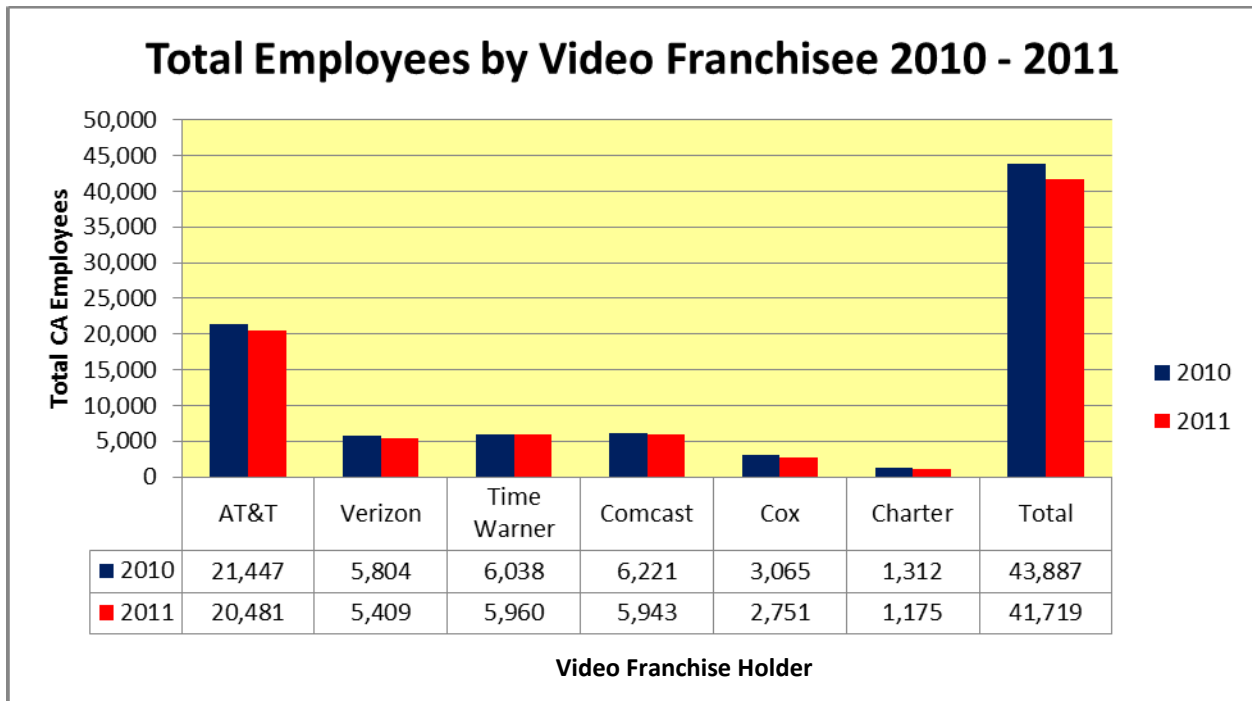
³ In 2011, Time Warner had three separate legal entities that were video franchisees in California. Each had more than 750 employees. For this employment report, to make the corporate comparisons clearer, we aggregated Time Warner's separate franchises' employment data into one Time Warner category. The names of the separate Time Warner franchisees with more than 750 employees are: Time Warner New York (TWNKY), C-Native and CAC Exchange I (combined data); and Time Warner Entertainment-Advance/Newhouse Partnership (TWEAN).

Idearc (formerly Verizon Directories).

- AT&T California's employment submission **includes** their landline telephone, U-verse video, and DSL operations, but **excludes** AT&T's wireless operations.

III. Total Employees

The chart and table below shows that the six holders of state-issued video franchises, which employed more than 750 full-time employees at the end of 2011, reported a total of 41,719 employees in California, as of December 31, 2011. This was a decline of 4.9% or (-2,168) employees during 2011. All six reported fewer employees than in 2010, when a total of 43,887 employees were reported. However, this decline was significantly less than the 10.4% decline reported for 2010.



The table below shows the change in the number of employees over the past five years. The data show that the decline in the number of employees at these companies during 2011 is part of an overall trend in a decreasing workforce among these six state-issued video franchise holders since 2007. The table also shows that almost all of the employees working in California also live in California.

Total Employees 2007 -2011

Video Franchise Holder	2007	2008	2009	2010	2011	Change 2010-2011	Change 2007-2011	% Employees Living in CA
AT&T	29,509	25,881	24,751	21,447	20,481	-4.5%	-30.6%	99.9%
Verizon	8,110	7,070	6,242	5,804	5,409	-6.8%	-33.3%	98.3%
Time Warner	7,321	7,900	6,409	6,038	5,960	-1.3%	-18.6%	100.0%
Comcast	7,167	7,290	6,608	6,221	5,943	-4.5%	-17.1%	99.9%
Cox	3,243	3,321	3,121	3,065	2,751	-10.2%	-15.2%	100.0%
Charter	1,398	1,341	1,240	1,312	1,175	-10.4%	-16.0%	100.0%
Total	56,748	52,803	48,371	43,887	41,719	-4.9%	-26.5%	

The table below helps put the number of employees reported by these six companies into a statewide perspective. According to the U.S. Bureau of Labor Statistics, during the five years between December 2007 and December 2011, the percentage of total Californians employed fell by 3.5% (to 16.4 million).⁴

These statistics show that the number of employed Californians fell to the lowest level in 2009, but has been slowly increasing since then. There has not been a similar increase in the number of people employed by the six state-issued franchise holders reporting data.

Total Number of Californians Employed in the State (in millions)

	Dec. 2007	Dec. 2008	Dec. 2009	Dec. 2010	Dec. 2011	Change 2010- 2011	Change 2007-2010
Number of Californians Employed (in millions)	17.0	16.6	15.9	16.1	16.4	1.9%	-3.5%

⁴ U.S. Bureau of Labor Statistics, Economy at a Glance: California, last visited April 18, 2013. <http://www.bls.gov/eag/eag.ca.htm>

IV. Total Employees by Occupation

Most franchise holders that are required to report employee information under DIVCA, provide the California Public Utilities Commission (CPUC) with copies of their U.S Equal Opportunity Commission EEO-1 filings. The CPUC uses the same categories listed in these filings to show the statistics below. However, some similar categories have been grouped together for the purposes of this report. More information about the types of jobs that are listed under each category can be found at: <http://www.eeoc.gov/employers/eeo1survey/jobclassguide.cfm>.

The table below categorizes the 41,719 employees, who are employed by the six state-issued video franchise holders that are required to report this data, into eight different occupational categories. For AT&T, Verizon, Cox and Charter, skilled craft workers made up the largest category of workers. In contrast, office and clerical workers made up the largest category of workers at Time Warner and Comcast.

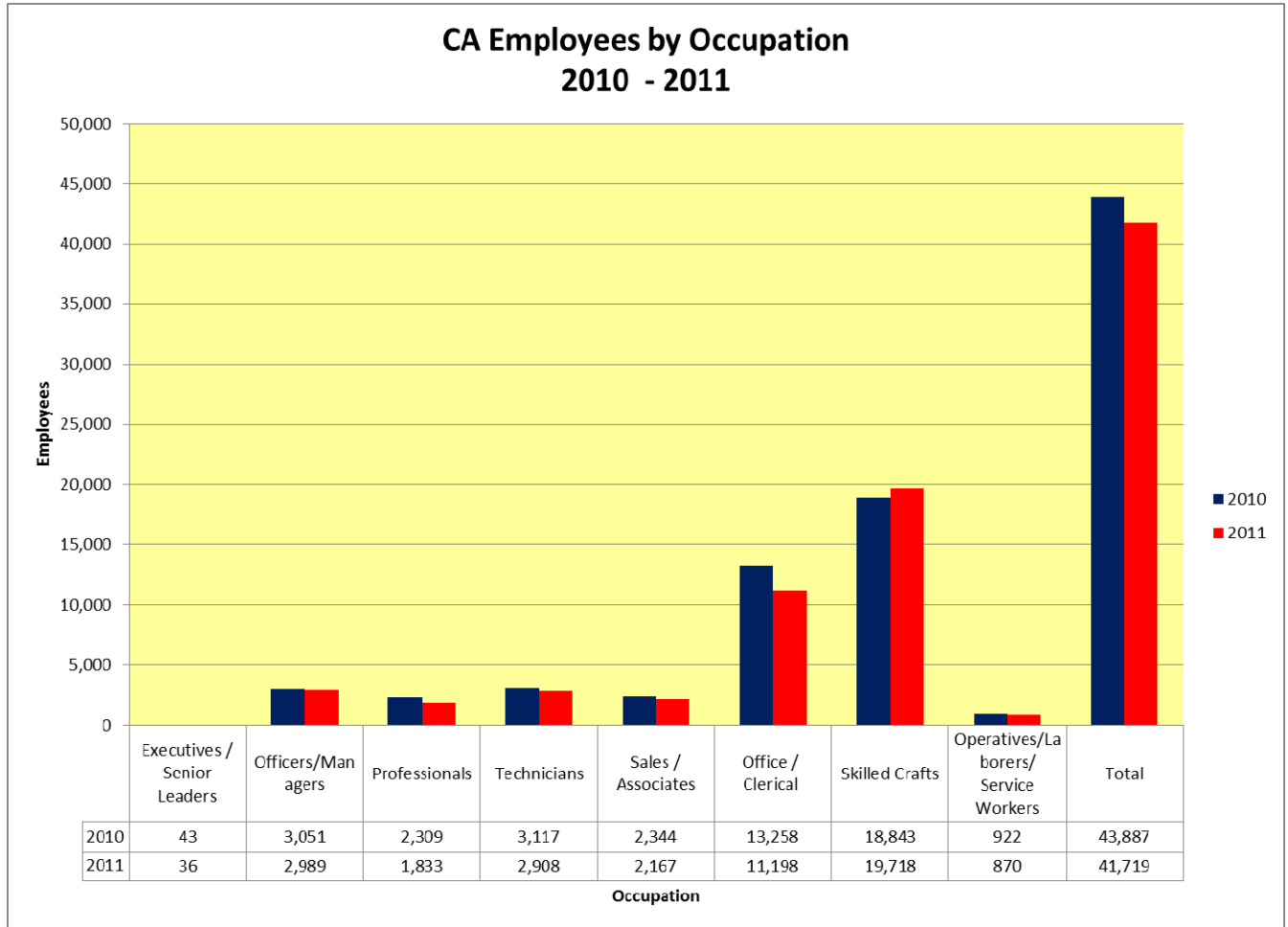
Total CA Employees by Occupation 2011

Occupational Classification	AT&T	Verizon*	Time Warner**	Comcast	Cox	Charter	Total
Executives / Senior Leaders	4	8	9	12	0	3	36
Officers/ Managers	1,072	75	704	638	367	133	2,989
Professionals	761	380	274	118	263	37	1,833
Technicians	948	N/A	798	700	284	178	2,908
Sales / Associates	662	N/A	385	565	479	76	2,167
Office / Clerical	6,742	N/A	1,816	1,989	457	194	11,198
Skilled Crafts	10,292	4,946	1,660	1,642	847	331	19,718
Operatives/Laborers/ Service Workers	N/A	N/A	314	279	54	223	870
Total	20,481	5,409	5,960	5,943	2,751	1,175	41,719

*Verizon used the following six occupational categories: Senior Leaders, Directors, Managers, Supervisors / Specialists, Associates / Non-exempt. A majority of Verizon's "Associates/ Non Exempt Employees" appear to be unionized employees and therefore we put them into the "skilled crafts" category so they can be compared with other video franchise holders. We are aware that there is a subset of those employees which may not be unionized, but are earning the same income as "skilled craft" workers.

** Time Warner Total shows the total of employees for Time Warner New York, and C-Native is C-Native Exchange I, Time Warner Cable; and Time Warner Entertainment-Advance/Newhouse Partnership

To facilitate comparing aggregated 2011 data with 2010 data, the bar chart below shows the number of employees reported for each occupation for both 2010 and 2011. While the overall number of employees has decreased during 2011, the number of skilled craft workers increased by 4.6% (875) during 2011.



Comparison of 2010 and 2011 Employees by Occupational Classification

The table on the next page compares the number of employees by occupational classification in 2011 for each video franchise holder, required to report this data, with the data from 2010.

The data show that all six video franchise holders reduced their total workforce during 2011. AT&T reduced their overall workforce by 966 positions, the most of all video franchise holders, but also hired the most skilled craft workers this year (+1,216). Time Warner reduced their workforce by 78 positions, during 2011, the least of all franchise holders.

The reduction of 2,168 employees during 2011, among all six video franchise holders, took place across a variety of categories with office and clerical workers experiencing the greatest reduction overall. The only category that did not experience a reduction was the skilled craft workers category, which increased by 875 positions over the past year.

CA Employees by Occupation 2010 - 2011

Occupational Classification	Executives / Senior Leaders	Officers/ Managers	Professionals	Technicians	Sales / Associates	Office / Clerical	Skilled Crafts	Operatives /Laborers /Service Workers	Total
AT&T 2010	4	975	1,067	1,063	711	8,551	9,076	0	21,447
AT&T 2011	4	1,072	761	948	662	6,742	10,292	0	20,481
Δ AT&T	0	97	-306	-115	-49	-1,809	1,216	0	-966
Verizon 2010	8	54	403	0	92	0	5,247	0	5,804
Verizon 2011	8	75	380	0	0	0	4,946	0	5,409
Δ Verizon	0	21	-23	0	-92	0	-301	0	-395
Time Warner* 2010	10	738	316	826	403	1,770	1,593	382	6,038
Time Warner* 2011	9	704	274	798	385	1,816	1,660	314	5,960
Δ Time Warner	-1	-34	-42	-28	-18	46	67	-68	-78
Comcast 2010	15	683	173	689	511	2,179	1,718	253	6,221
Comcast 2011	12	638	118	700	565	1,989	1,642	279	5,943
Δ Comcast	-3	-45	-55	11	54	-190	-76	26	-278
Cox 2010	0	432	289	359	513	523	889	60	3,065
Cox 2011	0	367	263	284	479	457	847	54	2,751
Δ Cox	0	-65	-26	-75	-34	-66	-42	-6	-314
Charter 2010	6	169	61	180	114	235	320	227	1,312
Charter 2011	3	133	37	178	76	194	331	223	1,175
Δ Charter	-3	-36	-24	-2	-38	-41	11	-4	-137
Total 2010	43	3,051	2,309	3,117	2,344	13,258	18,843	922	43,887
Total 2011	36	2,989	1,833	2,908	2,167	11,198	19,718	870	41,719
Δ Total	-7	-62	-476	-209	-177	-2,060	875	-52	-2,168

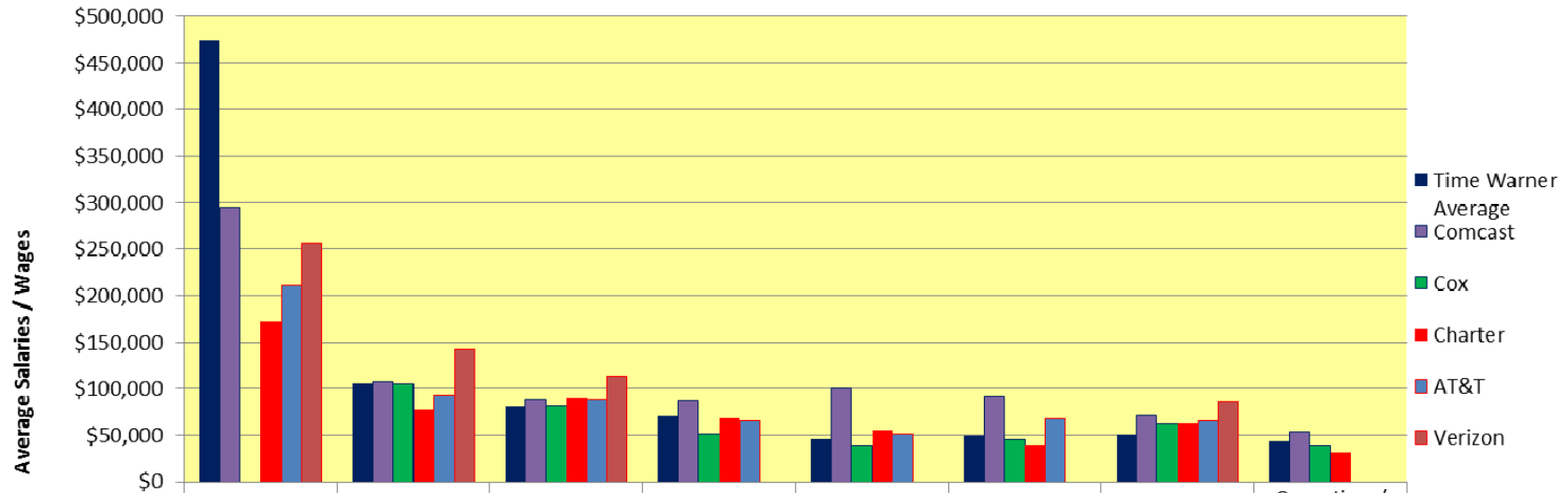
* Time Warner shows the total of employees for Time Warner New York, and C-Native is C-Native Exchange I, Time Warner Cable; and Time Warner Entertainment-Advance/Newhouse Partnership

V. Average Wages and Salaries (including Benefits) by Occupation in 2011

The chart and table on the next page show the average wages and salaries (including benefits) combined in each occupational category for 2011. Where there are gaps in the chart or a value of \$0 in the table, the franchise holder did not report any employees in that category. For example, Verizon eliminated all 92 sales positions in CA during 2011 and did not have a separate category for technicians, office / clerical, or operations / laborers / service workers.

The table below shows that executives and senior leaders earned the highest wages and salaries (including benefits). Time Warner paid its executives and senior leaders the most out of all six video franchise holders. As expected, lower level employees earned less than executives and senior leaders, but the range of wages paid to these employees differs greatly among the six video franchise holders.

Average Salaries / Wages (Including Benefits) - 2011



	Exec / Senior Leaders	Officers / Managers	Professionals	Technicians	Sales / Associates	Office / Clerical	Skilled Crafts	Operatives / Laborers / Service Workers
Time Warner Average	\$474,852	\$105,351	\$80,751	\$70,575	\$45,946	\$48,904	\$50,641	\$43,123
Comcast	\$295,209	\$107,096	\$87,893	\$86,780	\$100,868	\$91,991	\$71,881	\$53,068
Cox	\$0	\$105,640	\$81,304	\$51,359	\$38,656	\$45,585	\$61,427	\$38,819
Charter	\$172,311	\$77,920	\$90,614	\$68,168	\$55,720	\$39,108	\$62,546	\$31,460
AT&T	\$210,500	\$93,656	\$88,725	\$66,066	\$50,547	\$68,390	\$64,871	\$0
Verizon	\$255,886	\$142,000	\$113,242	\$0	\$0	\$0	\$85,703	\$0

Occupation

VI. 2011 Average Wages and Salaries (including benefits) Compared with 2010 by Occupation

The table on the next page shows a comparison of the average wages and salaries (including benefits) for each occupational category in 2010 and 2011 for each video franchise holder required to report. There is a wide range of wages and salaries for all levels of employees across all franchise holders.

With the exception of AT&T, the average salaries of almost all categories of employees of most video franchise holders increased slightly during 2011. Charter had the largest increases in salaries across four of the categories, while also reporting significant declines in three categories. Across all six categories that AT&T reported, average pay and benefits declined significantly during 2011. In contrast, at Verizon, average pay and benefits increased across all four categories they reported. (Verizon eliminated all 92 sales positions during 2011.) Time Warner, Comcast, and Cox reported increases and decreases in various categories.

Out of all categories, executives / senior leaders working for Time Warner and Verizon experienced the greatest increase in average pay and benefits in 2011. Verizon executives earned an average of approximately \$61,000 more during 2011, while Time Warner executives earned approximately \$88,000 more. In contrast, executives / senior leaders at AT&T and Charter experienced the greatest decrease in average pay and benefits during 2011, compared to any other occupation. Executive salaries and benefits at AT&T declined by approximately \$55,000 during 2011 and Charter's declined by approximately \$71,000.

Average Wages & Salaries (Including Benefits) Combined by Occupation 2010- 2011

Occupation	Exec / Senior Leaders	Officers / Managers	Professionals	Technicians	Sales / Associates	Office / Clerical	Skilled Crafts	Operatives/ Laborers/Service Workers
AT&T 2010	\$265,065	\$122,869	\$109,398	\$83,296	\$79,037	\$79,403	\$83,075	N/A
AT&T 2011	\$210,500	\$93,656	\$88,725	\$66,066	\$50,547	\$68,390	\$64,871	N/A
Δ AT&T	-\$54,565	-\$29,213	-\$20,673	-\$17,230	-\$28,490	-\$11,013	-\$18,204	N/A
Verizon 2010	\$194,892	\$139,103	\$111,772	N/A	\$89,020	N/A	\$84,224	N/A
Verizon 2011	\$255,886	\$142,000	\$113,242	N/A	N/A	N/A	\$85,703	N/A
Δ Verizon	\$60,994	\$2,897	\$1,470	N/A	\$0	N/A	\$1,479	N/A
Time Warner* 2010	\$386,372	\$106,197	\$80,910	\$69,740	\$45,713	\$48,900	\$51,630	\$43,301
Time Warner* 2011	\$474,852	\$105,351	\$80,751	\$70,575	\$45,946	\$48,904	\$50,641	\$43,123
Δ Time Warner	\$88,480	-\$846	-\$160	\$835	\$233	\$4	-\$988	-\$179
Comcast 2010	\$284,867	\$103,068	\$87,053	\$83,230	\$103,810	\$99,477	N/A	\$51,231
Comcast 2011	\$295,209	\$107,096	\$87,893	\$86,780	\$100,868	\$91,991	\$71,881	\$53,068
Δ Comcast	\$10,342	\$4,028	\$840	\$3,550	-\$2,942	-\$7,486	N/A	\$1,837
Cox 2010	N/A	\$104,043	\$78,681	\$47,666	\$38,712	\$44,990	\$58,890	\$38,240
Cox 2011	N/A	\$105,640	\$81,304	\$51,359	\$38,656	\$45,585	\$61,427	\$38,819
Δ Cox	N/A	\$1,597	\$2,623	\$3,693	-\$56	\$595	\$2,537	\$579
Charter 2010	\$243,505	\$88,714	\$79,256	\$60,778	\$37,330	\$38,897	\$47,422	\$36,429
Charter 2011	\$172,311	\$77,920	\$90,614	\$68,168	\$55,720	\$39,108	\$62,546	\$31,460
Δ Charter	-\$71,194	-\$10,794	\$11,358	\$7,390	\$18,390	\$211	\$15,124	-\$4,969
Average 2010	\$274,940	\$110,666	\$91,178	\$68,942	\$60,920	\$62,333	\$65,048	\$42,300
Average 2011	\$281,751	\$105,277	\$90,421	\$68,590	\$58,348	\$58,796	\$66,178	\$41,618
Δ Average	\$6,811	-\$5,389	-\$757	-\$352	-\$2,573	-\$3,538	\$1,130	-\$683

* Time Warner shows the total of employees for Time Warner New York, and C-Native is C-Native Exchange I, Time Warner Cable; and Time Warner Entertainment-Advance/Newhouse Partnership

VII. Number of Out-of-State Residents Employed by Independent Contractors

None of the six companies reported information describing the number of out-of-state residents employed by independent contractors, companies, and consultants hired by the holder.

VIII. Forecast of 2012 Job Creation

The table on the following page shows both the forecasted and actual net new positions reported by video franchise holders for each occupational classification for 2012. The data shows that Time Warner, Cox and Charter added more net new positions than forecasted. AT&T, Verizon and Comcast did not provide a forecast for net new positions for 2012. No franchise holders provided forecasts for all occupational classifications.

The table shows that Time Warner forecasted the largest expansion of its workforce during 2012, forecasting 598 net new positions for 2012.⁵ The table also shows that Time Warner actually beat their forecasts by adding 945 employees in these occupational classifications during 2012. Charter forecasted that they would add 22 net new positions during 2012 and Cox forecasted adding 31.5 employees.

⁵ These forecasts do NOT represent the total number of employees for these video franchise holders. The tables showing the total number of employees can be found on pages 4 and 6 of this report. The table on page 9 of this report compares the total numbers of employees by occupational category in 2011 with 2010.

**Forecast of 2012 Job Creation by Occupational Classification
by Video Franchise holder Compared with the
Actual Number of Net New Positions Created during 2012**

Company	Occupational Classifications	Forecast of Net New Positions for 2012	Number of Net New Positions Created in 2012*
AT&T	No forecasts provided	No forecasts provided	N/A
Verizon	No forecasts provided	No forecasts provided	N/A
Comcast	No forecasts provided	No forecasts provided	N/A
Time Warner Total from all entities	Executives / Senior Leaders	No forecasts provided	N/A
	First/ Mid Level Managers	20	104
	Professionals	19	112
	Technicians	22	-64
	Sales/ Associates	91	324
	Office/ Clerical	322	405
	Craftworkers	41	-291
	Operatives/ Laborers/ Service Workers	83	-34
Cox	Executives / Senior Leaders	No forecast provided	N/A
	First/ Mid Level Managers	No forecast provided	N/A
	Professionals	No forecast provided	N/A
	Technicians	8	35
	Sales/Associates	17	71
	Office/ Clerical	6.5	-13
	Craftworkers	No forecast provided	N/A
	Operatives/ Laborers/ Service Workers	No forecast provided	N/A
Charter	Executives / Senior Leaders	No forecast provided	N/A
	First/ Mid Level Managers	No forecast provided	N/A
	Professionals	No forecast provided	N/A
	Technicians	No forecast provided	N/A
	Sales/Associates	22	85
	Office/ Clerical	No forecast provided	N/A
	Craftworkers	No forecast provided	N/A
	Operatives/ Laborers/ Service Workers	No forecast provided	N/A
Total		651.5	734

* Difference between 2012 actual number of employees in a category and 2011 number of employees.

Appendix A: Confidentiality of the Employment Data Provided by Video Franchise Holders

Note on Confidentiality

Some franchise holders requested confidentiality for this information; however, the employment data submitted is not afforded confidentiality protection under DIVCA.⁶ While the Public Utilities Commission (CPUC) has a general policy of confidentiality for any data submitted under DIVCA,⁷ the CPUC has a special policy for the annual employment reports. The CPUC has determined that the employment data submitted under DIVCA is not protected by the general policy of confidentiality. The CPUC's Phase I Decision states:

Despite AT&T's and Verizon's requests, we do not afford confidential treatment to the employment data. To do so would violate the express language of DIVCA. Public Utilities Code §5920(b) requires the CPUC to make "the information required to be reported by holders of state franchises . . . available to the public on its Internet Web site." Unlike annual broadband and video reports produced pursuant to Public Utilities Code §5960, DIVCA does not direct that our employment reports aggregate information provided by state video franchise holders; instead, these reports are supposed to convey "information . . . reported by holders" without any further stipulation. The Legislature could have imposed an aggregation requirement, but it chose not to here. Thus, we find it is most consistent with the statute to make individual reports submitted pursuant to Public Utilities Code §5920 available to the public. . . .⁸

Given this determination, the CPUC will make these data provided by individual video franchise holders available to the public in this Report to the legislative committees of reference. The information in the report has been aggregated to the extent necessary so as not to disclose pay and benefits information at the level where an individual employee could be identified.

Note on FTE Counts

Some franchise holders reported employee headcounts, rather than full-time equivalent (FTE) counts as required. This means that some part-time employees may have not been counted.

⁶ Cal. Pub. Util. Code §5920(b) The CPUC shall annually report the information required to be reported by holders of state franchises pursuant to subdivision (a), to the Assembly Committee on Utilities and Commerce and the Senate Committee on Energy, Utilities and Communications, or their successor committees, and within a reasonable time thereafter, shall make the information available to the public on its Internet Web site.

⁷ Order Instituting Rulemaking to Consider the Adoption of a General Order and Procedures to Implement the Digital Infrastructure and Video Competition Act of 2006, Decision 08-07-007, Decision Amending General Order 169 (Cal. P.U.C. July 10, 2008) at. P. 22 , Phase III Decision, July 14, 2008, 5.2 Discussion...we note that §5960(d) of the California Public Utilities Code extends the protections of §583 to all data provided to the CPUC annually in the reporting requirements imposed by DIVCA.

⁸ Phase I Decision, March 1, 2007, Order Instituting Rulemaking to Consider the Adoption of a General Order and Procedures to Implement the Digital Infrastructure and Video Competition Act of 2006, 07-03-014, adopting a General Order and Procedures to Implement the Digital Infrastructure and Video Competition Act of 2006.

Appendix B: General Order 169 Employment Reporting Requirements, as Amended

VII. Reporting Requirements

B. Annual Employment Reports

1. Reporting Obligations Imposed on State Video Franchise Holders with More than 750 California Employees

A State Video Franchise Holder employing more than 750 total employees in California shall report to the CPUC annual employment information, as of January 1 of the year in which it first was issued a State Video Franchise and each year thereafter. These reports shall include the following information:

- (1) The number of California residents employed by the State Video Franchise Holder, calculated on a full-time or full-time equivalent basis.
- (2) The percentage of the State Video Franchise Holder's total domestic workforce that resides in California, calculated on a full-time or full-time equivalent basis.
- (3) The types and numbers of jobs by occupational classification held by residents of California employed by State Video Franchise Holders and the average pay and benefits of those jobs and, separately, the number of out-of-state residents employed by independent contractors, companies, and consultants hired by the State Video Franchise Holder, calculated on a full-time or full-time equivalent basis, when the State Video Franchise Holder is not contractually prohibited from disclosing the information to the public. This paragraph applies only to those employees of an independent contractor, company, or consultant that are personally providing services to the State Video Franchise Holder, and does not apply to employees of an independent contractor, company, or consultant not personally performing services for the State Video Franchise Holder.
- (4) The number of net new positions proposed to be created directly by the State Video Franchise Holder during the upcoming year by occupational classifications and by category of full-time, part-time, temporary, and contract employees.

These reports shall be filed with the Commission no later than April 1 for each annual reporting period.

2. Commission Reports to Legislative Committees

The CPUC shall annually report the information required to be reported by State Video Franchise Holders pursuant to Rule VII.B.1 to the Assembly Committee on Utilities and Commerce and the Senate Committee on Energy, Utilities and Communications, or their successor committees, and within a reasonable time thereafter, shall make the information available to the public on its Internet website.