

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

February 26, 2015

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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 that video franchise holders employing more than 750 full-time employees in California report employment information to the Commission (CPUC). The CPUC is required to aggregate the information into a report, post it on its website and report it to The Assembly Committee on Utilities and Commerce and the Senate Committee on Energy, Utilities and Communications and the Governor annually.

This is the sixth annual State Video Franchise Holder Employment Report (Report). The data in this Report reflects data as of December 31, 2012. 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

1. Half of the six state-issued video franchise holders reported declines in their overall number of employees during 2012.
2. In aggregate, total employment across these six video franchise holders fell 4.3% (-1,803) to 39,916 during 2012. This was a much smaller decrease than the 10.4% decrease reported during 2010 and about the same as the 4.9% decrease during 2011.
3. Between 2007 and December 2012, total employment across these same six video franchise holders in CA declined by 29.7% (16,832). AT&T California's total number of employees in CA (excluding AT&T Mobility) declined by 34.4% (10,149) between 2007 and December 2012 and Verizon's declined by 39.0% (3,159) during that same 2007-2012 period. During the same period, Comcast's total number of employees declined by 39.6% (2,835), Cox's employees declined by 13.7% (443), Time Warner's employees declined by 4.2% (304), while Charter's employees increased by 4.1% (58).
4. With the exception of AT&T and Charter, the average salaries and wages of most categories of employees of most holders increased during 2012 compared with 2010. The table on page 13 shows that both AT&T and Charter had the largest decreases in salaries and wages across five of the six of the categories. In contrast, Verizon, Comcast, Cox and Time Warner showed large salary and wage increases in many of the occupational categories. (Verizon eliminated all 92 sales positions during 2011.) Office / clerical salary and wages decreased at four of the six holders.

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

5. The data shows that AT&T, Time Warner and Cox all forecasted that they would add net new positions in 2013. The table on page 15 shows that AT&T forecasted the largest expansion of its workforce during 2013, forecasting 963 net new positions for 2013. The table also shows that Time Warner forecasted adding 287 net new employees during 2013 and Cox forecasted that they would add 36 net new positions during 2013.

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 (2013)

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 2012:

- AT&T California
- Verizon California
- Comcast
- Charter Communications
- Cox Communications
- Time Warner²

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. 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.

² 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).

- 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 Idearc (formerly Verizon Directories).
- AT&T California’s employment submission **includes** their wireline telephone, U-verse video, and DSL operations, but **excludes** AT&T’s wireless operations.

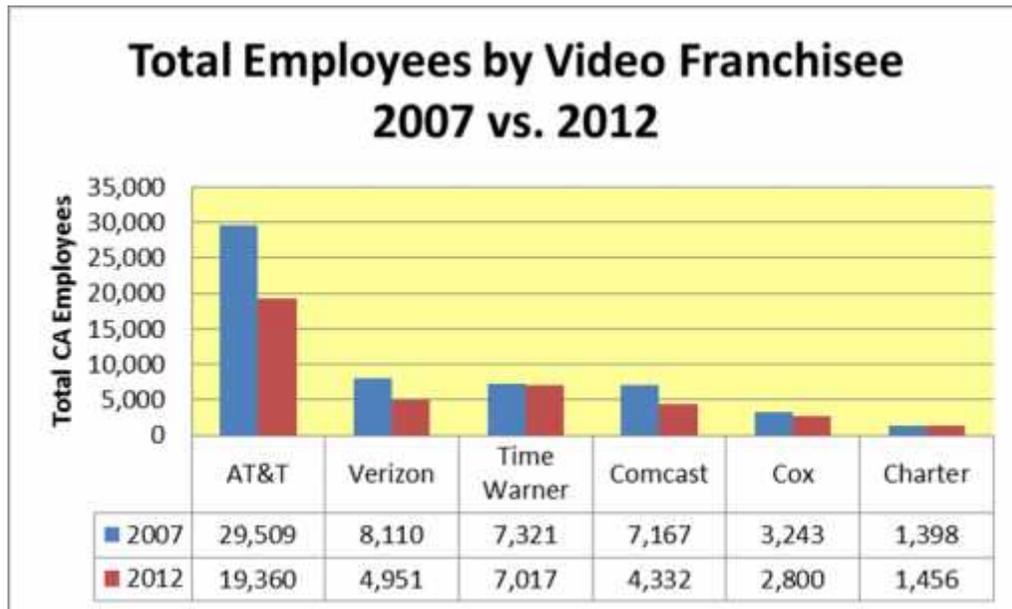
III. Total Employees

The table and chart below show the change in the number of employees of state video franchise holders between 2007 and 2012.³ The table shows that the six holders of state-issued video franchises, which employed more than 750 full-time employees at the end of 2012, reported a total of 39,916 employees in California, as of December 31, 2012. Between 2007 and 2012, the total number of employees declined by 29.7% (16,832).

While in aggregate, the total number of employees declined by 4.3% (1,803) during 2012, Time Warner, Charter, & Cox increased employment during 2012 by 1,387 employees.

Total Employees 2007 – 2012

Video Franchisee	2007	2009	2010	2011	2012	% Change 2011-2012	% Change 2007-2012	% Employees Living in CA
AT&T	29,509	24,751	21,447	20,481	19,360	-5.5%	-34.4%	99.9%
Verizon	8,110	6,242	5,804	5,409	4,951	-8.5%	-39.0%	98.3%
Time Warner	7,321	6,409	6,038	5,960	7,017	17.7%	-4.2%	100.0%
Comcast	7,167	6,608	6,221	5,943	4,332	-27.1%	-39.6%	99.9%
Cox	3,243	3,121	3,065	2,751	2,800	1.8%	-13.7%	99.98%
Charter	1,398	1,240	1,312	1,175	1,456	23.9%	4.1%	100.0%
Total	56,748	48,371	43,887	41,719	39,916	-4.3%	-29.7%	



³ Due to space constraints, the column for 2008 data was eliminated from this table. That information is included in the Fifth Annual State Video Franchise Holder Employment Report, is available at <http://www.cpuc.ca.gov/PUC/Telco/generalInfo/DIVCARports.htm>

The table below helps put the number of employees reported by these six companies into a broader statewide context. According to the U.S. Bureau of Labor Statistics, during the five years between December 2007 and December 2012, the percentage of total Californians employed fell by 1.2% to 16.8 million.⁴

These statistics show that in 2012, the number of employed Californians bounced back almost to the 2007 peak, from the lowest level in 2009. Since 2009, the number of people employed in California has been slowly and steadily increasing. However, there has not been a similar increase in the number of people employed by the six state-issued franchise holders reporting data.

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

	Dec. 2007	Dec. 2009	Dec. 2010	Dec. 2011	Dec. 2012	Change 2011-2012	Change 2007-2012
Number of Californians Employed (in millions)	17.0	15.9	16.1	16.4	16.8	2.4%	-1.2%

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

IV. Total Employees by Occupation

Most State Video Franchise holders, 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/eo1survey/jobclassguide.cfm>.

The table below categorizes the 39,916 employees, employed by the six reporting holders into eight different occupational categories. For all franchise holders besides Charter and Time Warner, 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 operations / laborers and service workers made up the largest category of workers at Charter.

Total CA Employees by Occupation 2012

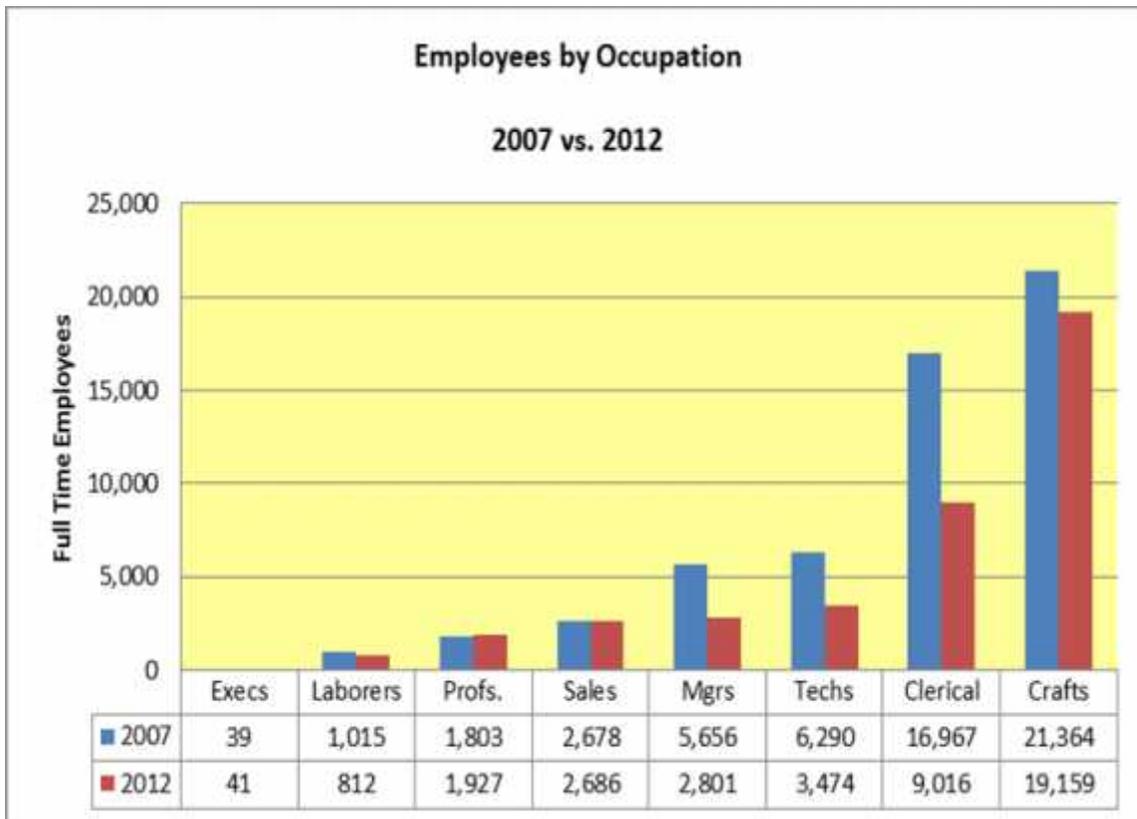
2012 DIVCA Employment Data	AT&T	Verizon*	Time Warner Total	Comcast	Cox	Charter	Total
Exec / Senior Leaders	3	8	10	12	0	8	41
Officials / Managers	897	68	808	508	359	161	2,801
Professionals	776	346	386	112	239	68	1,927
Technicians	1,282	N/A	734	673	319	466	3,474
Sales / Associates	622	N/A	709	644	550	161	2,686
Office / Clerical / Associates	5,524	N/A	2,221	616	444	211	9,016
Skilled Crafts	10256	4,529	1,869	1,523	847	135	19,159
Oper/Labor/Serv	N/A	N/A	280	244	42	246	812
Total	19,360	4,951	7,017	4,332	2,800	1,456	39,916

*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 who may not be unionized, though earning the same income as "skilled craft" workers.

A. Comparison of Employees in 2012 with 2007 by Occupational Classification

To facilitate comparing aggregated 2007 data with aggregated 2012 data, the bar chart below shows the total number of employees reported by all six video franchise holders, for each occupational classification for both 2007 and 2012.

While four of the eight occupational classifications experienced significant declines between 2007 and 2012, the number of executives increased by two percent, the number of professionals increased by 124 and the number of salespeople increased by eight. In contrast, between 2007 and 2012, the number of managers decreased by 50.1% (2,855), technicians decreased by 44.7% (2,816) clerical office workers decreased by 46.9% (7,951) and skilled crafts decreased by 10.3% (2,205).



B. Company by Company Comparison of Employees by Occupational Classification for the years 2010 and 2012.

The table on the next page compares the number of employees by occupational classification in 2012 for each video franchise holder, required to report this data, with the data from 2010.

The reduction of 3,971 employees between 2010 and 2012, among all six video franchise holders, took place across a variety of categories with office and clerical workers experiencing the greatest reduction overall (-4,242). Three categories had increases of 357, 342, and 316 employees over the past two years. AT&T reduced their overall workforce by 2,087 employees, the most of all video franchise holders, but also hired the most skilled craft workers (+1,180) between 2010 and 2012. Comcast reduced their workforce by 1,889 employees, between 2010 and 2012.

CA Employees by Occupation 2012 Compared with 2010

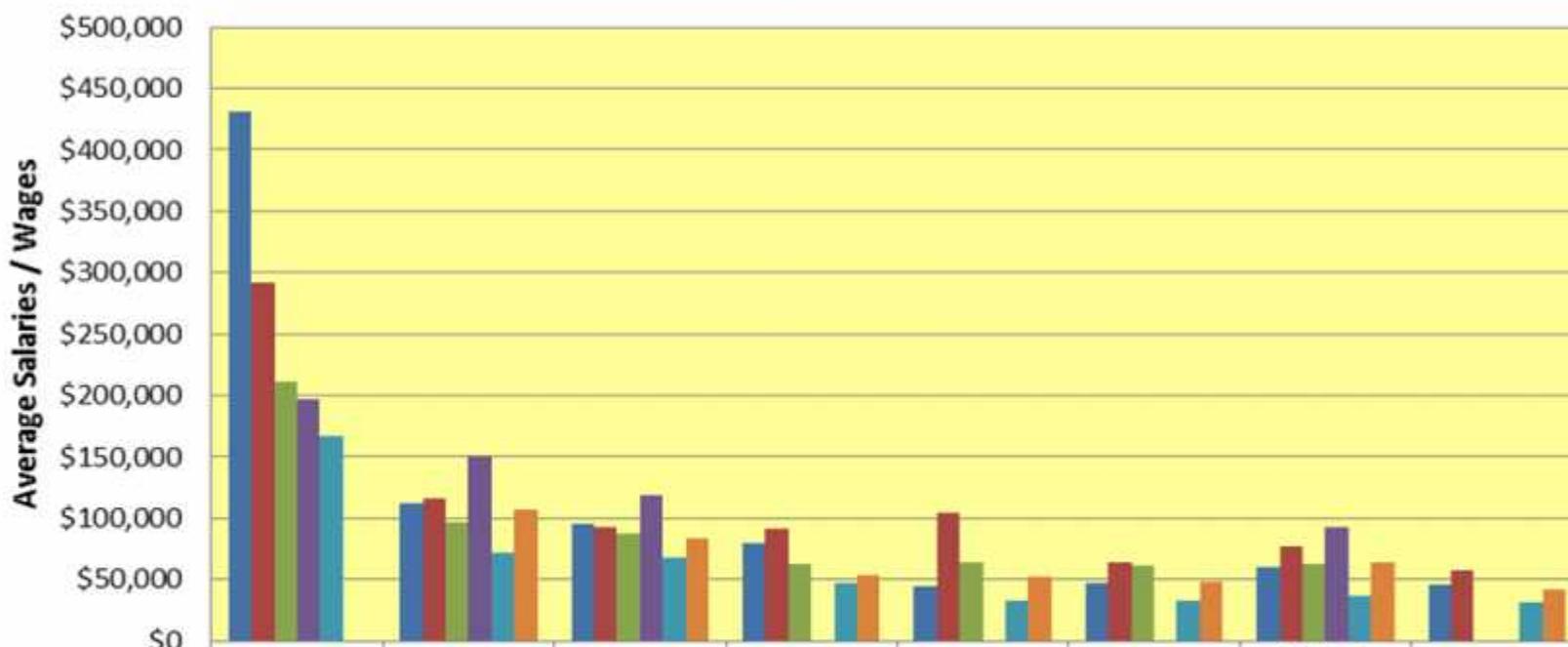
Occupational Classification	Executives / Senior Leaders	Officers/ Managers	Professionals	Technicians	Sales / Associates	Office / Clerical	Skilled Crafts	Operatives /Laborers /Service Workers	Total
AT&T 2010	4	975	1,067	1,063	711	8,551	9,076	0	21,447
AT&T 2012	3	897	776	1,282	622	5,524	10,256	0	19,360
Δ AT&T	-1	-78	-291	+219	-89	-3,027	+1,180	0	-2,087
Verizon 2010	8	54	403	0	92	0	5,247	0	5,804
Verizon 2012	8	68	346	N/A	N/A	N/A	4,529	N/A	4,951
Δ Verizon	0	+14	-57	0	0	0	-718	0	-853
Time Warner 2010	10	738	316	826	403	1,770	1,593	382	6,038
Time Warner 2012	10	808	386	734	709	2,221	1,869	280	7,017
Δ Time Warner	0	+70	+70	-92	+306	+451	+276	-102	+979
Comcast 2010	15	683	173	689	511	2,179	1,718	253	6,221
Comcast 2012	12	508	112	673	644	616	1,523	244	4,332
Δ Comcast	-3	-175	-61	-16	+133	-1,563	-195	-9	-1,889
Cox 2010	0	432	289	359	513	523	889	60	3,065
Cox 2012	0	359	239	319	550	444	847	42	2,800
Δ Cox	0	-73	-50	-40	+37	-79	-42	-18	-265
Charter 2010	6	169	61	180	114	235	320	227	1,312
Charter 2012	8	161	68	466	161	211	135	246	1,456
Δ Charter	+2	-8	+7	+286	+47	-24	-185	19	+144
Total 2010	43	3,051	2,309	3,117	2,344	13,258	18,843	922	43,887
Total 2012	41	2,801	1,927	3,474	2,686	9,016	19,159	812	39,916
Δ Total	-2	-250	-382	+357	+342	-4,242	+316	-110	-3,971

V. Average Salaries and Wages (including Benefits) by Occupation in 2012

The chart and table on the next page show the average salaries and wages (including benefits) combined in each occupational category for 2012. 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.

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) - 2012



	Execs	Managers	Professional	Technicians	Sales	Clerical	Skilled Crafts	Laborers
Time Warner	\$431,800	\$112,709	\$95,474	\$79,433	\$44,663	\$46,583	\$60,360	\$45,569
Comcast	\$292,366	\$116,554	\$92,653	\$91,282	\$104,569	\$64,276	\$77,192	\$57,698
AT&T	\$210,666	\$96,556	\$87,759	\$63,037	\$64,301	\$61,957	\$63,110	\$0
Verizon	\$196,334	\$150,113	\$119,250	\$0	\$0	\$0	\$93,139	\$0
Charter	\$167,460	\$71,663	\$67,620	\$46,507	\$32,718	\$33,364	\$36,798	\$30,909
Cox	\$0	\$106,394	\$83,687	\$52,981	\$52,606	\$48,537	\$64,471	\$42,193

VI. 2012 Average Salaries and Wages (including benefits) Compared with 2010 by Occupation

The table on the next page compares of the average salaries and wages (including benefits) for each occupational category in 2012 with those in 2010 for each video franchise holder required to report.

With the exception of AT&T and Charter, the average salaries of most categories of employees of most video franchise holders increased during 2012 compared with 2010. Both and AT&T Charter had the largest decreases in salaries across five of the six of the categories. Both AT&T and Charter show significant decreases in all six categories.

In contrast, Verizon, Comcast, Cox and Time Warner showed large increases in many of the occupational categories. (Verizon eliminated all 92 sales positions during 2011.) Office clerical wages and benefits decreased at four of the six franchise holders.

There was a wide range of wages and salaries for all levels of employees across all franchise holders.

Average Wages & Salaries (Including Benefits) by Occupation: 2012 Compared with 2010

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 2012	\$210,666	\$96,556	\$87,759	\$63,037	\$64,301	\$76,767	\$63,110	N/A
Δ	-\$54,399	-\$26,313	-\$21,639	-\$20,259	-\$14,736	-\$2,636	-\$19,965	N/A
Verizon 2010	\$194,892	\$139,103	\$111,772	N/A	\$89,020	N/A	\$84,224	N/A
Verizon 2012	\$196,334	\$150,113	\$119,250		N/A		\$93,139	
Δ	\$1,442	\$11,010	\$7,478	N/A	\$0	N/A	\$8,915	N/A
Time Warner 2010	\$386,372	\$106,197	\$80,910	\$69,740	\$45,713	\$48,900	\$51,630	\$43,301
Time Warner 2012	\$431,800	\$112,709	\$95,474	\$79,433	\$44,663	\$46,583	\$60,360	\$45,569
Δ	\$45,428	\$6,512	\$14,564	\$9,693	-\$1,050	-\$2,317	\$8,730	\$2,268
Comcast 2010	\$284,867	\$103,068	\$87,053	\$83,230	\$103,810	\$99,477	N/A	\$51,231
Comcast 2012	\$292,366	\$116,554	\$92,653	\$91,282	\$104,569	\$64,276	\$77,192	\$57,698
Δ	\$7,499	\$13,486	\$5,600	\$8,052	\$759	-\$35,201	N/A	\$6,467
Cox 2010	N/A	\$104,043	\$78,681	\$47,666	\$38,712	\$44,990	\$58,890	\$38,240
Cox 2012	N/A	\$106,394	\$83,688	\$52,981	\$52,606	\$48,537	\$64,471	\$42,193
Δ	N/A	\$2,351	\$5,007	\$5,315	\$13,894	\$3,547	\$5,581	\$3,953
Charter 2010	\$243,505	\$88,714	\$79,256	\$60,778	\$37,330	\$38,897	\$47,422	\$36,429
Charter 2012	\$167,460	\$71,663	\$67,620	\$46,507	\$32,718	\$33,364	\$36,798	\$30,909
Δ	-\$76,045	-\$17,051	-\$11,636	-\$14,271	-\$4,612	-\$5,533	-\$10,624	-\$5,520
Average 2010	\$274,940	\$110,666	\$91,178	\$68,942	\$60,920	\$62,333	\$65,048	\$42,300
Average 2012	\$259,725	\$109,519	\$91,074	\$66,648	\$59,771	\$53,905	\$65,845	\$44,092
Δ Average	-\$15,215	-\$1,147	-\$104	-\$2,294	-\$1,149	-\$8,428	\$797	\$1,792

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

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

VIII. Forecast of 2013 Job Creation

The table on the following page shows the forecasted positions reported by video franchise holders for each occupational classification for 2013. The data shows that AT&T, Time Warner and Cox all forecasted that they would add net new positions in 2013.

The table shows that AT&T forecasted the largest expansion of its workforce during 2013, forecasting 963 net new positions for 2013. The table also shows that Time Warner forecasted adding 287 net new employees during 2013 and Cox forecasted that they would add 36 net new positions during 2013.

**Forecast of 2013 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 2013
AT&T	Office / Clerical	162
	Craftworkers	801
Verizon	No forecasts provided	No forecast provided
Comcast	No forecasts provided	No forecast provided
Time Warner Total from all entities	Executives / Senior Leaders	No forecast provided
	First/ Mid Level Managers	1
	Professionals	8
	Technicians	104
	Sales/ Associates	115
	Office/ Clerical	59
	Craftworkers	No forecast provided
	Operatives/ Laborers/ Service Workers	0
Cox	Executives / Senior Leaders	No forecast provided
	First/ Mid Level Managers	No forecast provided
	Professionals	7
	Technicians	No forecast provided
	Sales/Associates	11
	Office/ Clerical	No forecast provided
	Craftworkers	No forecast provided
	Operatives/ Laborers/ Service Workers	18
Charter	Executives / Senior Leaders	No forecast provided
	First/ Mid Level Managers	No forecast provided
	Professionals	No forecast provided
	Technicians	No forecast provided
	Sales/Associates	No forecast provided
	Office/ Clerical	No forecast provided
	Craftworkers	No forecast provided
	Operatives/ Laborers/ Service Workers	No forecast provided
Total		1,286

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.⁵ While the Public Utilities Commission (CPUC) has a general policy of confidentiality for any data submitted under DIVCA,⁶ 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. . . .⁷

Given this determination, the CPUC will make these data provided by individual video franchise holders publicly available 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.

⁵ 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.

⁶ 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.

⁷ 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

Reporting Requirements

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.