

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
<p><b>Multi-Channel Video Program Distributor EEO Program Annual Report</b></p> <p>Read INSTRUCTIONS Before Filling Out Form</p>		FOR COMMISSION USE ONLY FILE NO. B396 - 20090928AHU

**SECTION I IDENTIFYING INFORMATION**

A. Name of Operator:  
 TIME WARNER CABLE

MSO Name:  
 TIME WARNER CABLE

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

City CHARLOTTE	State NC	Zip Code 28217-
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Emp. Unit ID # 10631

**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  
 SCOTT, KY

D. Category of Respondent (check applicable box)

<input type="radio"/> Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V
<input checked="" type="radio"/> Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached

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

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

**SECTION II COMMUNITY INFORMATION**

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

**SECTION III EEO POLICY AND PROGRAM REQUIREMENTS**

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

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

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

**SECTION IV ADDITIONAL INFORMATION**

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

**SECTION V CERTIFICATION**

- This report must be certified as follows:
- A. By the individual owning the reporting system if individually owned;
  - B. By a partner, if a partnership; or
  - C. By an officer, if a corporation or association.

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

Signed	<i>Pat Berry</i>	Title	RVP, HR
Date	9-11-09	Name of Respondent	PAT BERRY
Telephone No. (include area code)	7047313000		

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

**Exhibits**

**2009 Supplemental Recruitment Efforts, CFR § 76.75 (b) (2) TWC Mt. Sterling, Georgetown and Paris, KY #10631**

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

The Georgetown & Paris systems attended two Job Fairs this past year. The first one was held on October 1, 2008 at National College, 125 S. Killarney Lane, Richmond, KY, 40475. Contact information is Mikki Bolton-Lowery, Career Center Director, [rlowery@national-college.edu](mailto:rlowery@national-college.edu), 859-623-8956. This event was an opportunity for the college students and the general public to learn about career opportunities and positions within the Time Warner Cable locations. The event was attended by the HR Generalist from the Richmond office. A Service Technician and two Installer positions were open at the time.

The second event was at the Winchester-Clark County 2008 Fall Employment Day held on September 12, 2008, at the Bluegrass Community & Technical College, 2020 Rolling Hills Lane, Winchester, KY, 40503, 859-246-6200. This event was an opportunity for the technical students and general public to learn about positions within the Time Warner Cable locations. The event was attended by the Technical Operations Trainer from the Richmond office. At the time of the September 12<sup>th</sup> job fair there were two Installer, and one Service Technician positions available.

***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.***

Time Warner Cable's Georgetown & Paris systems utilizes their local community access channel to advertise career opportunities and the Time Warner Cable website in order to reach potential candidates that may know of the career website. The advertisement appearing on the crawl includes the message "Looking for a career instead of a job? See what opportunities Time Warner Cable has available in your area. Visit us at: [www.timewarnercable.com/careers](http://www.timewarnercable.com/careers). We are an Equal Opportunity Employer supporting a drug free workplace. We are committed to conducting business with minority/female owned and operated businesses. (M/F/D/V)"

**Mt. Sterling, Georgetown, KY # 10631**

**EEO OUTREACH/RECRUITING LIST**

ORGANIZATION	CONTACT	ADDRESS	PHONE	FAX	EMAIL
<b>MAIL</b>		<b>Street</b>	<b>City, State, and Zip</b>		
Debbie Howard	Goodwill of Kentucky	1441 Leestown Road	Lexington, KY 40511	(859) 233-0222	
Tressa Brown	KY African American Heritage	315 West Guthrie Green	Louisville, KY 40202	(502) 281-1181	
Karen Cinnamon	KY Business Leader Network	1517 Bull Lea Road, Suite 110	Lexington, KY 40511	(859) 509-7295	
Jim Ford	KY Chamber of Commerce	464 Chenault Road	Frankfort, KY 40601	(502) 695-4700	
Porter Peebles	KY Urban League	148 DeWeese Street	Lexington, KY 40507	(859) 233-1561	
Roy Woods	Mayors Training Center	1055 Industry Road	Lexington, KY 40505	(859) 258-3140	
Kairise Conwell	Office of Multicultural/Academic Affairs	563 Patterson Office Tower	Lexington, KY 40506	(859) 257-5197	
Frances Dundon	Office of Career and Technical Education	500 Mero Street, Capital Plaza Tower, 20th Floor	Frankfort, KY 40601	(502) 564-7160	
Rob Rumpke	Chamber of KY Richmond KY	201 East Main Street	Richmond, KY 40475	(859) 623-1720	
Ryan Spangler	Spanish American Committee	1115 Patterson Office Tower	Lexington, KY 40506		
Susan Craft	KY Office of Employment and Training	1121 Louisville Road	Frankfort, KY 40601	(502) 564-7046	<a href="http://www.oet.ky.gov">www.oet.ky.gov</a>
<b>EMAIL</b>					
Gladys Johnson	Office of Cooperative Education - EKU	SSB 455, CPO 61, 521 Lancaster Avenue	Richmond, KY 40475	(859) 622-1655	<a href="mailto:gladys.johnson@eku.edu">gladys.johnson@eku.edu</a>
Anthony Roberts	ITT Technical College	2473 Fortune Drive, # 180	Lexington, KY 40509	(859) 246-3300 x333	<a href="mailto:ARRoberts@itf-tech.edu">ARRoberts@itf-tech.edu</a>
Mikki Boulton-Lowe	National College	125 South Killamey Road	Richmond, KY 40475	(859) 623-8956	<a href="mailto:rlowery@national-college.edu">rlowery@national-college.edu</a>
Sharon Marsee	Center For Training and Employment	1165 Centre Parkway, # 120	Lexington, KY 40517	(859) 272-5225	@employ
Lucinda White	Bluegrass Community Technical College	164 Opportunity Way	Lexington, KY 40511	(859) 246-6537	<a href="mailto:Lucinda.White@kctcs.edu">Lucinda.White@kctcs.edu</a>
Robin Ritter	Office of Vocational Rehab	200 Juneau Drive, Suite 2	Louisville, KY 40243	502-254-3195	<a href="mailto:Robin.N.Ritter@ky.gov">Robin.N.Ritter@ky.gov</a>
<b>ONLINE</b>					
Mark Manuel	KY Community & Technical College System <a href="http://www.collegecentral.com/bluegrassctc/">http://www.collegecentral.com/bluegrassctc/</a>	164 Opportunity Way Username: Recruiting Password: bluegrass	Lexington, KY 40511		

PeopleSoft  
 FCC SOURCE EVALUATION REPORT

Report ID: TWIHR83N  
 FCC Source Evaluation Report  
 FCC Unit: 10631 - Mt. Sterling  
 County: Scott  
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Internet - Indeed	1	0	0
Website - TimeWarner Careers	3	1	1
<b>10631 Totals</b>	<b>4</b>	<b>1</b>	<b>1</b>

PeopleSoft  
 FCC SOURCING REPORT

Report ID: TWIHR83N  
 FCC Sourcing Report  
 FCC Unit: 10631 - Mt. Sterling  
 County: Scott  
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
110055BR	Tech, Installation	Website - TimeWarner Careers	1	1
		<b>Total</b>	<b>1</b>	<b>1</b>
		<b>1063 Totals</b>	<b>1</b>	<b>1</b>

PeopleSoft  
 FCC SOURCING DETAIL REPORT

Report ID: TWIHR84N  
 FCC Sourcing Detail Report  
 FCC Unit: 10631 - Mt. Sterling  
 County: Scott  
 Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
110055BR	Tech, Installation	10971484	Hired	Website - TimeWarner Careers
		10975925	Applicant	Website - TimeWarner Careers
		10984510	Applicant	Website - TimeWarner Careers
		10987332	Applicant	Internet - Indeed
		<b>Total</b>	<b>4</b>	
		<b>1063 Total</b>	<b>4</b>	