

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

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-
Emp. Unit ID # 12070		
Application Purpose <input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report		
<input type="checkbox"/> Supplemental Investigation Sheet (SIS) Attached		
C. County and State in which unit's employment office is located JESSAMINE, 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	<i>9-11-09</i>	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 Nicholasville, KY #12070

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

The Nicholasville system 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, 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 12th job fair there were two Installer, and one Service Technician positions available.

Sponsorship of at least one event in the community designed to inform and educate the public as to employment opportunities in multichannel video programming communications.

Time Warner Cable's Nicholasville system sponsored a booth at the Lexington Lion's Club Annual Blue Grass Fair which was held July 10-20, 2008 at the Lexington, KY fairgrounds. This was an opportunity for the public to learn about Time Warner Cable's efforts in the community and the positions available within the organization. Over the course of the fair approximately one thousand people attended. The Government Relations Manager was in attendance providing information on applying for positions.

Nicholasville, KY #12070
EEO OUTREACH/RECRUITING LIST

ORGANIZATION	CONTACT	ADDRESS	PHONE	FAX	EMAIL
MAIL		Street	City, State, and Zip		
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	
Katrise 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	www.oet.ky.gov
EMAIL					
Gladys Johnson	Office of Cooperative Education - EKU	SSB 455, CPO 61; 521 Lancaster Avenue	Richmond, KY 40475	(859) 622-1655	gladys.johnson@eku.edu
Anthony Roberts	ITT Technical College	2473 Fortune Drive, # 180	Lexington, KY 40509	(859) 246-3300 x333	ARRoberts@itt-tech.edu
Mikki Boulton-Lowe	National College	125 South Killarney Road	Richmond, KY 40475	(859) 623-8956	flowerj@national-college.edu
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	Lucinda.white@kctcs.edu
Robin Ritter	Office of Vocational Rehab	200 Juneau Drive, Suite 2	Louisville, KY 40243	502-254-3195 502-245-4804	RobinN.Ritter@ky.gov
ONLINE					
Mark Manuel	KY Community & Technical College System http://www.collegecentral.com/bluegrassctc/	164 Opportunity Way Username: Recruiting Password: bluegrass	Lexington, KY 40511		

PeopleSoft
 FCC SOURCE EVALUATION REPORT

Report ID: TWIHR83N
 FCC Source Evaluation Report
 FCC Unit: 12070 - Nicholasville
 County: Jessamine
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Internet - DirectEmployers	1	0	0
Internet - Indeed	5	0	0
Website - TW Cable ERP Talent Gateway	1	0	0
Website - TimeWarner Careers	79	15	5
12070 Totals	86	15	5

Peoplesoft
FCC SOURCING REPORT

Report ID: TWIHR33N
FCC Sourcing Report
FCC Unit: 12070 - Nicholasville
County: Jessamine
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
101139BR	Tech, Installation	Website - TimeWarner Careers	3	1
		Total	3	1
107272BR	Tech, Installation	Website - TimeWarner Careers	7	1
		Total	7	1
109831BR	Tech, Installation	Website - TimeWarner Careers	1	1
		Total	1	1
112139BR	Tech, Installation	Website - TimeWarner Careers	2	1
		Total	2	1
112930BR	Tech 1, Installation	Website - TimeWarner Careers	2	1
		Total	2	1
		1207 Totals	15	5

Peoplesoft
FCC SOURCING DETAIL REPORT

Report ID: TWIHR34N
FCC Sourcing Detail Report
FCC Unit: 12070 - Nicholasville
County: Jessamine
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
101139BR	Tech, Installation	10156112	Applicant	Website - TimeWarner Careers
		10313660	Applicant	Website - TimeWarner Careers
		10444650	Applicant	Internet - Indeed
		10489245	Applicant	Website - TimeWarner Careers
		10490734	Hired	Website - TimeWarner Careers
		10490887	Applicant	Website - TimeWarner Careers
		10491872	Interviewed	Website - TimeWarner Careers
		10495362	Applicant	Website - TimeWarner Careers
		10507802	Applicant	Website - TimeWarner Careers
		10520581	Interviewed	Website - TimeWarner Careers
		10546822	Applicant	Website - TimeWarner Careers
		10554237	Applicant	Website - TimeWarner Careers
		10554335	Applicant	Website - TimeWarner Careers
		10559595	Applicant	Internet - DirectEmployers
		Total	14	
107272BR	Tech, Installation	10171732	Applicant	Website - TimeWarner Careers
		10244630	Interviewed	Website - TimeWarner Careers
		10361338	Applicant	Website - TimeWarner Careers
		10669274	Applicant	Website - TimeWarner Careers
		10765397	Applicant	Website - TimeWarner Careers
		10765711	Applicant	Website - TimeWarner Careers
		10775649	Applicant	Website - TimeWarner Careers
		10780340	Applicant	Website - TimeWarner Careers
		10782823	Applicant	Website - TimeWarner Careers
		10785625	Interviewed	Website - TimeWarner Careers
		10792071	Interviewed	Website - TimeWarner Careers
		10798682	Applicant	Website - TimeWarner Careers
		10799594	Applicant	Website - TimeWarner Careers
		10800455	Applicant	Website - TimeWarner Careers
		10804385	Applicant	Website - TimeWarner Careers
		10811365	Applicant	Website - TimeWarner Careers
		10814111	Applicant	Website - TimeWarner Careers
		10814305	Interviewed	Website - TimeWarner Careers
		10815871	Applicant	Website - TimeWarner Careers
		10819375	Interviewed	Website - TimeWarner Careers
		10822967	Applicant	Website - TimeWarner Careers
		10827514	Hired	Website - TimeWarner Careers
		10833500	Interviewed	Website - TimeWarner Careers
		10839475	Applicant	Website - TimeWarner Careers
		10851062	Applicant	Website - TimeWarner Careers
		8767838	Applicant	Website - TimeWarner Careers
		9185520	Applicant	Website - TimeWarner Careers
		9502564	Applicant	Website - TimeWarner Careers
		Total	28	

PeopleSoft
FCC SOURCING DETAIL REPORT

Report ID: TWIHR84N
FCC Sourcing Detail Report
FCC Unit: 12070 - Nicholasville
County: Jessamine
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
109831BR	Tech, Installation	10010149	Applicant	Website - TimeWarner Careers
		10857433	Applicant	Internet - Indeed
		10966472	Applicant	Website - TimeWarner Careers
		10974137	Applicant	Website - TimeWarner Careers
		10978091	Applicant	Website - TimeWarner Careers
		10978456	Applicant	Website - TimeWarner Careers
		10979172	Applicant	Website - TimeWarner Careers
		10992808	Hired	Website - TimeWarner Careers
Total		8		
112139BR	Tech, Installation	10170713	Applicant	Website - TimeWarner Careers
		10588259	Applicant	Website - TimeWarner Careers
		10992808	Hired	Website - TimeWarner Careers
		10996889	Applicant	Website - TimeWarner Careers
		11057619	Applicant	Internet - Indeed
		11100148	Applicant	Website - TimeWarner Careers
		11110130	Applicant	Website - TimeWarner Careers
		11138663	Applicant	Internet - Indeed
		11138973	Interviewed	Website - TimeWarner Careers
		11140562	Applicant	Website - TimeWarner Careers
		11146942	Applicant	Website - TimeWarner Careers
		11149276	Applicant	Website - TimeWarner Careers
		11149675	Applicant	Internet - Indeed
		11150561	Applicant	Website - TimeWarner Careers
		11151880	Applicant	Website - TimeWarner Careers
		11164103	Applicant	Website - TimeWarner Careers
Total		16		
112930BR	Tech 1, Installation	10996889	Applicant	Website - TimeWarner Careers
		11100148	Applicant	Website - TimeWarner Careers
		11102333	Applicant	Website - TimeWarner Careers
		11106914	Applicant	Website - TimeWarner Careers
		11110130	Applicant	Website - TimeWarner Careers
		11146930	Applicant	Website - TimeWarner Careers
		11151880	Hired	Website - TimeWarner Careers
		11155634	Interviewed	Website - TimeWarner Careers
		11171836	Applicant	Website - TimeWarner Careers
		11172789	Applicant	Website - TimeWarner Careers
		11176834	Applicant	Website - TimeWarner Careers
		11179046	Applicant	Website - TimeWarner Careers
		11183620	Applicant	Website - TW Cable ERP Talent Gateway
		11199481	Applicant	Website - TimeWarner Careers
		11202110	Applicant	Website - TimeWarner Careers
		11204437	Applicant	Website - TimeWarner Careers

PeopleSoft
 FCC SOURCING DETAIL REPORT

Report ID: TWHR84N
 FCC Sourcing Detail Report
 FCC Unit: 12070 - Nicholasville
 County: Jessamine
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
112930ER	Tech 1, Installation	11207037	Applicant	Website - TimeWarner Careers
		11208195	Applicant	Website - TimeWarner Careers
		11211521	Applicant	Website - TimeWarner Careers
		9971161	Applicant	Website - TimeWarner Careers
		Total	20	
		1207 Total	86	