

Federal Communications Commission Washington, D.C. 20554  <b>FCC 396-C</b>	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. B396 - 20090928AHI

**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 # I2073

**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  
CLARK, 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**

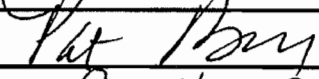
You may provide as Exhibit C any additional information that you believe might be useful in evaluating your efforts to comply with the Commission's EEO provisions. There is no requirement to provide additional data or information. [Exhibit 3]

**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		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 Winchester, KY #12073**

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

The Winchester 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](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 Winchester system 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)"

Winchester, KY #12073

**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	(859) 233-0222		
Tressa Brown	KY African American Heritage	315 West Guthrie Green	(502) 281-1181		
Karen Cinnamon	KY Business Leader Network	1517 Bull Lea Road, Suite 110	(859) 509-7295		
Jim Ford	KY Chamber of Commerce	464 Chenault Road	(502) 695-4700		
Porter Peebles	KY Urban League	148 DeWeese Street	(859) 233-1561		
Roy Woods	Mayors Training Center	1055 Industry Road	(859) 258-3140		
Kairise Conwell	Office of Multicultural/Academic Affairs	563 Patterson Office Tower	(859) 257-5197		
Frances Dundon	Office of Career and Technical Education	500 Mero Street, Capital Plaza Tower, 20th Floor	(502) 564-7160		
Rob Rumpke	Chamber of KY Richmond KY	201 East Main Street	(859) 623-1720		
Ryan Spangler	Spanish American Committee	1115 Patterson Office Tower			
Susan Craft	KY Office of Employment and Training	1121 Louisville Road	(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	(859) 622-1655		<a href="mailto:gladys.johnson@eku.edu">gladys.johnson@eku.edu</a>
Anthony Roberts	ITT Technical College	2473 Fortune Drive, # 180	(859) 246-3300 x333		<a href="mailto:ARRoberts@itt-tech.edu">ARRoberts@itt-tech.edu</a>
Mikki Boulton-Lowe	National College	125 South Killamey Road	(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	(859) 272-5225		<a href="mailto:@employ">@employ</a>
Lucinda White	Bluegrass Community Technical College	164 Opportunity Way	(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	(502) 254-3195	502-245-4804	<a href="mailto:RobinRitter@ky.gov">RobinRitter@ky.gov</a>
<b>ONLINE</b>					
Mark Manuel	KY Community & Technical College System <a href="http://www.collegetechnical.com/bluegrassctc/">http://www.collegetechnical.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: 12073 - Winchester  
 County: Clark  
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Internet - Career Builders	1	1	1
Internet - Indeed	4	0	0
Website - TimeWarner Careers	72	8	1
<b>Totals</b>	<b>77</b>	<b>9</b>	<b>2</b>

PeopleSoft  
 FCC SOURCING REPORT

Report ID: TWHR83N  
 FCC Sourcing Report  
 FCC Unit: 12073 - Winchester  
 County: Clark  
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
107274BR	Tech, Installation	Website - TimeWarner Careers	7	1
		Total	7	1
110360BR	Tech, Installation	Website - TimeWarner Careers	1	0
		Internet - Career Builders	1	1
		Total	2	1
		1207 Totals	9	2

PeopleSoft  
FCC SOURCING DETAIL REPORT

Report ID: TWIHR9AN  
FCC Sourcing Detail Report  
FCC Unit: 12073 - Winchester  
County: Clark  
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
107274BR	Tech, Installation	10425758	Applicant	Website - TimeWarner Careers
		10761632	Applicant	Website - TimeWarner Careers
		10765397	Applicant	Website - TimeWarner Careers
		10765606	Applicant	Website - TimeWarner Careers
		10765711	Applicant	Website - TimeWarner Careers
		10766216	Applicant	Website - TimeWarner Careers
		10767076	Applicant	Website - TimeWarner Careers
		10768566	Applicant	Website - TimeWarner Careers
		10777421	Applicant	Website - TimeWarner Careers
		10781988	Applicant	Website - TimeWarner Careers
		10785113	Applicant	Website - TimeWarner Careers
		10811642	Interviewed	Website - TimeWarner Careers
		10813033	Interviewed	Website - TimeWarner Careers
		10838853	Applicant	Website - TimeWarner Careers
		10842569	Applicant	Website - TimeWarner Careers
		10848746	Applicant	Website - TimeWarner Careers
		10849735	Applicant	Website - TimeWarner Careers
		10850850	Applicant	Website - TimeWarner Careers
		10862598	Interviewed	Website - TimeWarner Careers
		10883880	Applicant	Website - TimeWarner Careers
		10889270	Hired	Website - TimeWarner Careers
		10889444	Applicant	Website - TimeWarner Careers
		10948413	Interviewed	Website - TimeWarner Careers
		10952254	Applicant	Website - TimeWarner Careers
		10967482	Applicant	Website - TimeWarner Careers
		10969262	Applicant	Website - TimeWarner Careers
		10971004	Applicant	Website - TimeWarner Careers
		10971484	Interviewed	Website - TimeWarner Careers
		10975925	Applicant	Website - TimeWarner Careers
		10979368	Applicant	Website - TimeWarner Careers
		11059587	Applicant	Website - TimeWarner Careers
		11065036	Applicant	Website - TimeWarner Careers
		11066163	Applicant	Website - TimeWarner Careers
		11067494	Applicant	Website - TimeWarner Careers
		11068180	Applicant	Website - TimeWarner Careers
		11077137	Applicant	Website - TimeWarner Careers
		11081594	Applicant	Website - TimeWarner Careers
		11082106	Applicant	Website - TimeWarner Careers
		11082487	Applicant	Website - TimeWarner Careers
		11084611	Applicant	Website - TimeWarner Careers
		11087725	Applicant	Internet - Indeed
		11091601	Applicant	Website - TimeWarner Careers
		7137246	Applicant	Website - TimeWarner Careers
		9253731	Applicant	Website - TimeWarner Careers
		9484119	Applicant	Website - TimeWarner Careers

PeopleSoft  
FCC SOURCING DETAIL REPORT

Report ID: TWHR84N  
FCC Sourcing Detail Report  
FCC Unit: 12073 - Winchester  
County: Clark  
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
107274BR	Tech, Installation	9728469	Interviewed	Website - TimeWarner Careers
		9857857	Applicant	Website - TimeWarner Careers
		9909681	Applicant	Website - TimeWarner Careers
		<b>Total</b>	<b>48</b>	
110360BR	Tech, Installation	10023121	Hired	Internet - Career Builders
		10395066	Interviewed	Website - TimeWarner Careers
		10473394	Applicant	Website - TimeWarner Careers
		10640511	Applicant	Website - TimeWarner Careers
		10851063	Applicant	Website - TimeWarner Careers
		10909701	Applicant	Website - TimeWarner Careers
		11021896	Applicant	Website - TimeWarner Careers
		11022427	Applicant	Internet - Indeed
		11022524	Applicant	Internet - Indeed
		11028389	Applicant	Internet - Indeed
		11029451	Applicant	Website - TimeWarner Careers
		11037922	Applicant	Website - TimeWarner Careers
		11048685	Applicant	Website - TimeWarner Careers
		11050240	Applicant	Website - TimeWarner Careers
		11058636	Applicant	Website - TimeWarner Careers
		11058690	Applicant	Website - TimeWarner Careers
		11060519	Applicant	Website - TimeWarner Careers
		11063324	Applicant	Website - TimeWarner Careers
		11070087	Applicant	Website - TimeWarner Careers
		11070539	Applicant	Website - TimeWarner Careers
		11070694	Applicant	Website - TimeWarner Careers
		11073137	Applicant	Website - TimeWarner Careers
		11074248	Applicant	Website - TimeWarner Careers
		11074579	Applicant	Website - TimeWarner Careers
		11075532	Applicant	Website - TimeWarner Careers
		11083408	Applicant	Website - TimeWarner Careers
		11091778	Applicant	Website - TimeWarner Careers
		8915226	Applicant	Website - TimeWarner Careers
		9133984	Applicant	Website - TimeWarner Careers
		<b>Total</b>	<b>29</b>	
		<b>1207 Total</b>	<b>77</b>	