

Federal Communications Commission Washington, D.C. 20554 FCC 396-C	OMB 3060-1033 September 2003	FOR FCC USE ONLY
Multi-Channel Video Program Distributor EEO Program Annual Report Read INSTRUCTIONS Before Filling Out Form		FOR COMMISSION USE ONLY FILE NO. B396 - 20090928ACT

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 # 1849

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
WARRICK, IN

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

**2008 Supplemental Recruitment Efforts, CFR § 76.75 (b) (2) TWC Newburgh,
Madison, IN**

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 Madison system provided sponsorships at community events including the Madison Regatta (7/4/08) and the Jefferson County Fair (7/11/08). These were opportunities for the public to learn about Time Warner Cable company's available positions, the technology used in the cable industry (we provided live stream coverage of the Regatta) and our efforts in the community. There were no open positions in Madison at the time of the events.

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 Madison 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. 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)"

**NEWBURGH AND MADISON, INDIANA #1849
RECRUITMENT SOURCES LISTING as of 6/30/09**

Organization	Address	Phone Number	Website
Ivy Technical College	590 Ivy Drive, Madison, IN 47250	(812) 265-2580	acusker@ivytech.edu
Indiana Workforce Employment & Development NAACP	700 E Walnut, Evansville, IN 47713 P O Box 555, Evansville, IN 47704	(812) 424-4473 (812) 426-1311	
University of Evansville	1800 Lincoln Avenue, Evansville, IN 47722	(800) 423-8633	www.careerservices.evansville.edu
Indiana Workforce Employment & Development Hispanic Latino Coalition NAACP	620 Green Road, Madison, IN 47250 224 Woodbine Street, Louisville, KY 40208 201 National Drive, Jeffersonville, IN 47130	(812) 265-3734 (502) 636-9121 (812) 235-8555	

PeopleSoft
 FCC SOURCE EVALUATION REPORT

Report ID: TWIHR83N
 FCC Source Evaluation Report
 FCC Unit: 1849 - Newburgh
 County: Warrick
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Internet - DirectEmployers	3	1	1
Internet - Indeed	3	0	0
Website - TimeWarner Careers	52	5	1
1849 Totals	58	6	2

PeopleSoft
 FCC SOURCING REPORT

Report ID: FWHR83N
 FCC Sourcing Report
 FCC Unit: 1849 - Newburgh
 County: Warrick
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
101881BR	Tech, Installation	Website - TimeWarner Careers	3	1
		Total	3	1
107950BR	Tech, Installation	Internet - DirectEmployers	1	1
		Website - TimeWarner Careers	2	0
		Total	3	1
		1849 Totals	6	2

PeopleSoft
FCC SOURCING DETAIL REPORT

Report ID: TWIHR84N
FCC Sourcing Detail Report
FCC Unit: 1849 - Newburgh
County: Warrick
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
101881BR	Tech, Installation	10210820	Applicant	Website - TimeWarner Careers
		10230164	Applicant	Website - TimeWarner Careers
		10308893	Applicant	Website - TimeWarner Careers
		10418810	Applicant	Website - TimeWarner Careers
		10422435	Applicant	Internet - DirectEmployers
		10425401	Applicant	Website - TimeWarner Careers
		10429448	Applicant	Website - TimeWarner Careers
		10429860	Applicant	Website - TimeWarner Careers
		10437451	Applicant	Internet - DirectEmployers
		10439313	Applicant	Website - TimeWarner Careers
		10444763	Applicant	Website - TimeWarner Careers
		10444915	Applicant	Website - TimeWarner Careers
		10460129	Applicant	Website - TimeWarner Careers
		10463591	Applicant	Website - TimeWarner Careers
		10472287	Applicant	Website - TimeWarner Careers
		10475827	Interviewed	Website - TimeWarner Careers
		10481341	Applicant	Website - TimeWarner Careers
		10515679	Applicant	Website - TimeWarner Careers
		10523350	Interviewed	Website - TimeWarner Careers
		10534805	Applicant	Internet - Indeed
		10534836	Applicant	Website - TimeWarner Careers
		10552716	Applicant	Website - TimeWarner Careers
		10558345	Applicant	Website - TimeWarner Careers
		10564328	Applicant	Website - TimeWarner Careers
		10583951	Applicant	Website - TimeWarner Careers
		10588144	Hired	Website - TimeWarner Careers
		10588524	Applicant	Website - TimeWarner Careers
		10589094	Applicant	Website - TimeWarner Careers
		10596985	Applicant	Website - TimeWarner Careers
		10641406	Applicant	Website - TimeWarner Careers
		6240387	Applicant	Website - TimeWarner Careers
		9504857	Applicant	Website - TimeWarner Careers
		Total	33	
107950BR	Tech, Installation	10612979	Applicant	Website - TimeWarner Careers
		10812026	Applicant	Website - TimeWarner Careers
		10812560	Applicant	Website - TimeWarner Careers
		10812594	Applicant	Website - TimeWarner Careers
		10813065	Applicant	Website - TimeWarner Careers
		10816823	Applicant	Website - TimeWarner Careers
		10818480	Applicant	Website - TimeWarner Careers
		10839808	Interviewed	Website - TimeWarner Careers
		10846364	Applicant	Website - TimeWarner Careers
		10848501	Applicant	Website - TimeWarner Careers

PeopleSoft
FCC SOURCING DETAIL REPORT

Report ID: TWHR84N
FCC Sourcing Detail Report
FCC Unit: 1849 - Newburgh
County: Warrick
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
107950BR	Tech, Installation	10851626	Applicant	Website - TimeWarner Careers
		10906613	Applicant	Internet - Indeed
		10909701	Applicant	Website - TimeWarner Careers
		10911806	Applicant	Website - TimeWarner Careers
		10913203	Interviewed	Website - TimeWarner Careers
		10913691	Applicant	Internet - Indeed
		10923003	Applicant	Website - TimeWarner Careers
		10927154	Applicant	Website - TimeWarner Careers
		10934391	Applicant	Website - TimeWarner Careers
		10945831	Applicant	Website - TimeWarner Careers
		10956854	Applicant	Website - TimeWarner Careers
		10962135	Hired	Website - TimeWarner Careers
		11003334	Applicant	Internet - DirectEmployers
		11006148	Applicant	Website - TimeWarner Careers
		8099724	Applicant	Website - TimeWarner Careers
		Total	25	
		1849 Total	58	