

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 - 20090928ADT

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 # 3119		
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 DAVIESS, 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

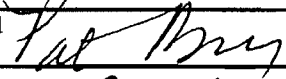
You may provide as Exhibit C any additional information that you believe might be useful in evaluating your efforts to comply with the Commission's EEO provisions. There is no requirement to provide additional data or information. [Exhibit 3]

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 <u>9-11-09</u>	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 Owensboro, Morganfield, KY #3119

Establishment of training programs designed to enable unit personnel to acquire skills to qualify them for higher-level positions.

Time Warner Cable National Division promotes educational opportunities and endorses National Cable Television Institute (NCTI) courses. Time Warner Cable National business unit pays for 100% of the cost of the NCTI course. The Owensboro & Morganfield systems participate in the NCTI program and actively encourage its employees to take advantage of the opportunity. During this period two Installers, two Installer/Service Technicians, and one Maintenance Technician completed courses in Return Path Ops, Fiber Testing, Telephone Home Wiring, and Computers and Broadband. The program was overseen by the National Business unit Department Coordinator and Human Resources Director, the system Administrative Assistant and General Manager.

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 Owensboro & Morganfield systems utilize three local channels to advertise open positions in order to reach potential candidates that may not be able to access the online career site. The crawl includes the message "Time Warner Cable provides Equal Employment Opportunity to all qualified persons without regard to race, color, religion, national origin, age, gender, marital status or physical or mental disability."

**OWENSBORO AND MORGANFIELD, KY #3119
RECRUITMENT SOURCES LISTING as of 6/30/09**

Organization	Address	Phone Number	Website	Contact
KY Office of Employment and Training	1121 Louisville Road, Frankfort, KY 40601	(502) 564-7046	www.oet.ky.gov	Susan Craft
Henderson KY Community College	2660 S Green St, Henderson, KY 42420	(270) 827-1867		Career Services
Green River Area Development District	3860 Hwy 60 West, Owensboro, KY 42301	(270) 926-4433		Career Services
Kentucky Wesleyan College	3000 Frederica Street, Owensboro, KY 42301	(270) 852-3302	amcdonald@kwc.edu	Alison Morris-McDonald
Job Corp	2302 US Hwy 60 East, Morganfield, KY 42437	(270) 389-2419 x4121	yates.barry@jobcorps.org	Barry Yates
Owensboro Community Technical College	4800 New Hartford Road, Owensboro, KY 42301	(270) 686-4886	beth.vanfleet@kctcs.edu	Beth VanFleet

PeopleSoft
 FCC SOURCE EVALUATION REPORT

Report ID: TWIHR83N
 FCC Source Evaluation Report
 FCC Unit: 3119 - Owensboro
 County: Daviess
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Internet - DirectEmployers	1	0	0
Website - TimeWarner Careers	90	21	3
3119 Totals	91	21	3

PeopleSoft
 FCC SOURCING REPORT

Report ID: TWHR83N
 FCC Sourcing Report
 FCC Unit: 3119 - Owensboro
 County: Daviess
 Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
104713BR	Tech, Installation	Website - TimeWarner Careers	15	1
		Total	15	1
110768BR	Tech, Installation	Website - TimeWarner Careers	6	2
		Total	6	2
		3119 Totals	21	3

PeopleSoft
FCC SOURCING DETAIL REPORT

Report ID: TWIHR84N
FCC Sourcing Detail Report
FCC Unit: 3119 - Owensboro
County: Daviess
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
104713BR	Tech, Installation	10182615	Interviewed	Website - TimeWarner Careers
		10185510	Interviewed	Website - TimeWarner Careers
		10186519	Interviewed	Website - TimeWarner Careers
		10311313	Interviewed	Website - TimeWarner Careers
		10314698	Interviewed	Website - TimeWarner Careers
		10368253	Interviewed	Website - TimeWarner Careers
		10372703	Interviewed	Website - TimeWarner Careers
		10439313	Applicant	Website - TimeWarner Careers
		10463591	Applicant	Website - TimeWarner Careers
		10464477	Applicant	Internet - DirectEmployers
		10491726	Hired	Website - TimeWarner Careers
		10589004	Applicant	Website - TimeWarner Careers
		10602416	Applicant	Website - TimeWarner Careers
		10607601	Applicant	Website - TimeWarner Careers
		10611981	Applicant	Website - TimeWarner Careers
		10612979	Applicant	Website - TimeWarner Careers
		10635383	Applicant	Website - TimeWarner Careers
		10640515	Applicant	Website - TimeWarner Careers
		10640592	Applicant	Website - TimeWarner Careers
		10641497	Applicant	Website - TimeWarner Careers
		10644779	Applicant	Website - TimeWarner Careers
		10646482	Interviewed	Website - TimeWarner Careers
		10647124	Applicant	Website - TimeWarner Careers
		10648719	Applicant	Website - TimeWarner Careers
		10649126	Applicant	Website - TimeWarner Careers
		10653168	Interviewed	Website - TimeWarner Careers
		10653306	Interviewed	Website - TimeWarner Careers
		10657717	Applicant	Website - TimeWarner Careers
		10657943	Applicant	Website - TimeWarner Careers
		10659127	Interviewed	Website - TimeWarner Careers
		10672101	Applicant	Website - TimeWarner Careers
		10673428	Applicant	Website - TimeWarner Careers
		10675926	Applicant	Website - TimeWarner Careers
		10677250	Applicant	Website - TimeWarner Careers
		10678196	Applicant	Website - TimeWarner Careers
		10682093	Applicant	Website - TimeWarner Careers
		10683683	Applicant	Website - TimeWarner Careers
		10683966	Applicant	Website - TimeWarner Careers
		10684445	Applicant	Website - TimeWarner Careers
		10694270	Applicant	Website - TimeWarner Careers
		10694458	Applicant	Website - TimeWarner Careers
		10699145	Applicant	Website - TimeWarner Careers
		10701570	Applicant	Website - TimeWarner Careers
		10702163	Applicant	Website - TimeWarner Careers
		10704235	Applicant	Website - TimeWarner Careers

PeopleSoft
 FCC SOURCING DETAIL REPORT

Report ID: TWIHR84N
 FCC Sourcing Detail Report
 FCC Unit: 3119 - Owensboro
 County: Daviess
 Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last Hr Status	Source Description
104713BR	Tech, Installation	10705337	Applicant	Website - TimeWarner Careers
		10709166	Applicant	Website - TimeWarner Careers
		10709262	Applicant	Website - TimeWarner Careers
		10710385	Applicant	Website - TimeWarner Careers
		10714405	Applicant	Website - TimeWarner Careers
		10715645	Applicant	Website - TimeWarner Careers
		10715954	Applicant	Website - TimeWarner Careers
		8985995	Interviewed	Website - TimeWarner Careers
		9155067	Interviewed	Website - TimeWarner Careers
		Total	54	
110768BR	Tech, Installation	10324841	Applicant	Website - TimeWarner Careers
		10644779	Applicant	Website - TimeWarner Careers
		10659127	Applicant	Website - TimeWarner Careers
		10926119	Interviewed	Website - TimeWarner Careers
		11011942	Hired	Website - TimeWarner Careers
		11052517	Applicant	Website - TimeWarner Careers
		11057559	Applicant	Website - TimeWarner Careers
		11060787	Applicant	Website - TimeWarner Careers
		11061413	Applicant	Website - TimeWarner Careers
		11064167	Applicant	Website - TimeWarner Careers
		11084243	Hired	Website - TimeWarner Careers
		11064746	Applicant	Website - TimeWarner Careers
		11065255	Applicant	Website - TimeWarner Careers
		11066305	Applicant	Website - TimeWarner Careers
		11067330	Applicant	Website - TimeWarner Careers
		11067911	Interviewed	Website - TimeWarner Careers
		11069265	Applicant	Website - TimeWarner Careers
		11070598	Applicant	Website - TimeWarner Careers
		11071185	Applicant	Website - TimeWarner Careers
		11071192	Applicant	Website - TimeWarner Careers
		11071921	Applicant	Website - TimeWarner Careers
		11073113	Applicant	Website - TimeWarner Careers
		11074717	Applicant	Website - TimeWarner Careers
		11075261	Applicant	Website - TimeWarner Careers
		11076042	Applicant	Website - TimeWarner Careers
		11076364	Applicant	Website - TimeWarner Careers
		11076549	Interviewed	Website - TimeWarner Careers
		11080075	Applicant	Website - TimeWarner Careers
		11085834	Applicant	Website - TimeWarner Careers
		11089672	Applicant	Website - TimeWarner Careers
		11090527	Applicant	Website - TimeWarner Careers
		11093952	Applicant	Website - TimeWarner Careers
		11094338	Applicant	Website - TimeWarner Careers
		7006756	Applicant	Website - TimeWarner Careers

PeopleSoft
 FCC SOURCING DETAIL REPORT

Report ID: TWHR84N
 FCC Sourcing Detail Report
 FCC Unit: 3119 - Owensboro
 County: Daviess
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
110768R	Tech, Installation	8435717	Applicant	Website - TimeWarner Careers
		9017152	Interviewed	Website - TimeWarner Careers
		9813161	Applicant	Website - TimeWarner Careers
		Total	37	
		3119 Total	91	