

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
Multi-Channel Video Program Distributor EEO Program Annual Report Read INSTRUCTIONS Before Filling Out Form		FOR COMMISSION USE ONLY FILE NO. B396 - 20090928AID

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 # 10180

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
BOYD, KY

D. Category of Respondent (check applicable box)

Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V

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 Ashland, KY #10180

Establishment of an internship program designed to assist members of the community to acquire skills needed for cable employment.

The National business unit participated in the STARS (Students Taking a Right Step) Summer Internship Program which is committed to hiring the best and brightest students. This program exposed students to the challenges of the corporate world and provided them with professional leadership training. The Ashland system had one summer intern within the Marketing Department and this position learned how to market cable products by working closely with the Area Marketing Manager in producing campaigns and other marketing tactics. One female was hired to fill the STARS intern position. This position was posted on the Time Warner Cable career website.

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 Ashland system utilizes The Weather 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 “Apply online at: www.timewarnercable.com/careers. Time Warner Cable is an Equal Opportunity supporting a drug free workforce. We are committed to working with minority and female owned and operated businesses. TWC-EEO-M/F/D/V”.

**ASHLAND, KENTUCKY #10180
RECRUITMENT SOURCES LISTING as of 6/30/09**

<u>Organization</u>	<u>Address</u>	<u>Phone Number</u>	<u>Contact</u>
Boyd Greenup County NAACP	P. O. Box 1778, Ashland, KY 41105	606-329-6338	Ann Newman
Hispanic Latino Coalition	224 Woodbine Street, Louisville, KY 40208	502-636-9121	Alfonso Cornejo
OH Valley Minority Business Association	1206 Walker Street, Portsmouth, OH 45662	704-353-8395	Michael Gordon

PeopleSoft
 FCC SOURCE EVALUATION REPORT

Report ID: TWIHR33N
 FCC Source Evaluation Report
 FCC Unit: 10180 - Ashland
 County: Boyd
 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	2	0	0
Job Fair - General	1	0	0
Website - TimeWarner Careers	53	7	4
10180 Totals	57	7	4

PeopleSoft
 FCC SOURCING REPORT

Report ID: TWIHR83N
 FCC Sourcing Report
 FCC Unit: 10180 - Ashland
 County: Boyd
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

REQUISITION NO.	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
107269BR	Mech 2, Installation	Website - TimeWarner Careers	3	1
		Total	3	1
107270BR	Tech 1, Service	Website - TimeWarner Careers	2	2
		Total	2	2
99001BR	Tech, Installation	Website - TimeWarner Careers	2	1
		Total	2	1
		1018 Totals	7	4

PeopleSoft
FCC SOURCING DETAIL REPORT

Report ID: TWIHR84N
FCC Sourcing Detail Report
FCC Unit: 10180 - Ashland
County: Boyd
Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
107269BR	Tech 2, Installation	10249001	Applicant	Website - TimeWarner Careers
		10764758	Applicant	Website - TimeWarner Careers
		10774020	Applicant	Website - TimeWarner Careers
		10780511	Applicant	Website - TimeWarner Careers
		10781094	Applicant	Website - TimeWarner Careers
		10782215	Applicant	Website - TimeWarner Careers
		10791399	Applicant	Website - TimeWarner Careers
		10806469	Applicant	Website - TimeWarner Careers
		10822317	Applicant	Website - TimeWarner Careers
		10825494	Applicant	Website - TimeWarner Careers
		10846519	Hired	Website - TimeWarner Careers
		10849472	Applicant	Website - TimeWarner Careers
		10849954	Applicant	Website - TimeWarner Careers
		10861097	Applicant	Website - TimeWarner Careers
		10862268	Interviewed	Website - TimeWarner Careers
		10874570	Applicant	Website - TimeWarner Careers
		10879531	Applicant	Website - TimeWarner Careers
		10883530	Interviewed	Website - TimeWarner Careers
		8822338	Applicant	Website - TimeWarner Careers
		9071789	Applicant	Website - TimeWarner Careers
		9479075	Applicant	Website - TimeWarner Careers
Total			21	
107270BR	Tech 1, Service	10359937	Applicant	Website - TimeWarner Careers
		10515722	Applicant	Website - TimeWarner Careers
		10802736	Applicant	Website - TimeWarner Careers
		10817898	Applicant	Website - TimeWarner Careers
		10824420	Hired	Website - TimeWarner Careers
		10824762	Hired	Internet - Indeed
		10861158	Applicant	Website - TimeWarner Careers
		10899205	Applicant	Website - TimeWarner Careers
		10899595	Applicant	Website - TimeWarner Careers
		10900588	Applicant	Internet - Indeed
		8842860	Applicant	Website - TimeWarner Careers
		8982963	Applicant	Website - TimeWarner Careers
		9672383	Applicant	Website - TimeWarner Careers
Total			13	
99001BR	Tech, Installation	10249001	Applicant	Website - TimeWarner Careers
		10291115	Applicant	Website - TimeWarner Careers
		10302738	Applicant	Website - TimeWarner Careers
		10305400	Applicant	Website - TimeWarner Careers
		10329448	Applicant	Website - TimeWarner Careers
		10324459	Applicant	Website - TimeWarner Careers
10324530	Applicant	Website - TimeWarner Careers		

PeopleSoft
FCC SOURCING DETAIL REPORT

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County: Boyd
Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
99001BR	Tech, Installation	10330541	Applicant	Website - TimeWarner Careers
		10331557	Applicant	Job Fair - General
		10336885	Applicant	Website - TimeWarner Careers
		10442915	Hired	Website - TimeWarner Careers
		10543170	Applicant	Website - TimeWarner Careers
		10582353	Applicant	Website - TimeWarner Careers
		10599874	Applicant	Website - TimeWarner Careers
		10600820	Applicant	Website - TimeWarner Careers
		8170565	Applicant	Website - TimeWarner Careers
		8865192	Applicant	Website - TimeWarner Careers
		8898600	Applicant	Website - TimeWarner Careers
		9392310	Interviewed	Website - TimeWarner Careers
		9638436	Applicant	Internet - DirectEmployers
		9711716	Applicant	Website - TimeWarner Careers
		9990119	Applicant	Website - TimeWarner Careers
		Total	23	
		1018 Total	57	



Referral Source Addendum

FCC: Unit: 1180 - Ashland

Requisition #	Candidate ID	Original Referral Source	Updated Referral Source
99001BR	10331557	Job Fair – General	Website – TimeWarner Careers