

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 - 20090928ADS

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 # 3011

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
 TAXWELL, VA

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 Richlands, VA #3011

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

Time Warner Cable National business unit promotes educational opportunities and provides training to employees for career advancement. The Richlands system provided training courses and actively encouraged its' employees to take advantage of the opportunity. During this period one Headend Technician and three Installers completed courses in Introduction to Networking, Broadband Digital Installer, and Computers and Broadband. The training was overseen by the system General Manager and the National business unit Technical Trainer.

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 Richlands system utilizes their local information channel to advertise open positions in order to reach potential candidates that may not be able to access the online career site. All positions appearing on the crawl include the message "Time Warner Cable is an equal opportunity employer supporting a drug free workplace. We are committed to conducting business with minority/female owned and operating business. Therefore, please assist us by referring them to Time Warner Cable."

RICHLANDS, VA #3011
RECRUITMENT SOURCES LISTING as of 6/30/09

Organization	Address	Phone Number	Fax	Email	Contact
Clinch Valley Community Action	PO Box 188, N Tazewell, VA 24651	(276) 988-5583	(276) 988-4041		Bill Allison
Southwest Virginia Community College - Career Resource Center	PO Box SVCC, Richlands, VA 24641	(276) 964-7544			Sharon Peery
Tazewell County Career & Technical School	100 Advantage Drive, Tazewell, VA 24651	(276) 988-2529			Charles Grindstaff
VA Employment Commission	PO Box 1850, Cedar Bluff, VA 24609	(276) 964-4008			Frank Taylor
Clinch Valley News	PO Box 818, Richlands, VA 24641	(276) 963-1081	(276) 963-0202	www.vaworkcenterconnect.com	Career Center
Tazewell County Free Press	PO Box 1205, Richlands, VA 24641	(276)963-0127	(276) 963-0127		Career Center
The Bluefield Daily Telegraph	PO Box 1599, Bluefield, WV 24701	(304) 327-2826	(304) 327-0433		Career Center
The Bristol Herald Courier	PO Box 609, Bristol, VA 24203	(276) 669-2181	(276) 669-2181		Career Center
The Richlands News Press	PO Box 818, Richlands, VA 24641	(276) 963-1081	(276) 963-0202		Career Center
The Virginia Mountaineer	PO Box 2040, Grundy, VA 24614	(276) 935-2123	(276) 935-2125		Career Center

PeopleSoft
 FCC SOURCE EVALUATION REPORT

Report ID: TWHR83N
 FCC Source Evaluation Report
 FCC Unit: 3011 - Richlands
 County: Tazewell
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Internet - Indeed	1	0	0
Website - TimeWarner Careers	34	5	2
3011 Totals	35	5	2

PeopleSoft
 FCC SOURCING REPORT

Report ID: TWHR83N
 FCC Sourcing Report
 FCC Unit: 3011 - Richlands
 County: Tazewell
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
107273BR	Tech, Installation	Website - TimeWarner Careers	3	1
		Total	3	1
110358BR	Tech, Installation	Website - TimeWarner Careers	2	1
		Total	2	1
		3011 Totals	5	2

PeopleSoft
FCC SOURCING DETAIL REPORT

Report ID: TWIHR84N
FCC Sourcing Detail Report
FCC Unit: 3011 - Richlands
County: Tazewell
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
107273BR	Tech, Installation	10040274	Applicant	Website - TimeWarner Careers
		10045517	Applicant	Website - TimeWarner Careers
		10074497	Applicant	Website - TimeWarner Careers
		10552618	Applicant	Website - TimeWarner Careers
		10766530	Applicant	Website - TimeWarner Careers
		10766819	Applicant	Website - TimeWarner Careers
		10771680	Applicant	Website - TimeWarner Careers
		10772142	Applicant	Website - TimeWarner Careers
		10782342	Interviewed	Website - TimeWarner Careers
		10810694	Applicant	Website - TimeWarner Careers
		10812754	Applicant	Website - TimeWarner Careers
		10818590	Applicant	Website - TimeWarner Careers
		10846994	Applicant	Website - TimeWarner Careers
		10853799	Hired	Website - TimeWarner Careers
		10860239	Applicant	Website - TimeWarner Careers
		10871391	Applicant	Website - TimeWarner Careers
		10876997	Applicant	Website - TimeWarner Careers
		10878078	Interviewed	Website - TimeWarner Careers
		10879014	Applicant	Website - TimeWarner Careers
		10884142	Applicant	Website - TimeWarner Careers
		10891423	Applicant	Website - TimeWarner Careers
		10893265	Applicant	Website - TimeWarner Careers
		10905583	Applicant	Website - TimeWarner Careers
		10928551	Applicant	Website - TimeWarner Careers
		10955780	Applicant	Website - TimeWarner Careers
		5778994	Applicant	Website - TimeWarner Careers
		9178045	Applicant	Website - TimeWarner Careers
		9384570	Applicant	Website - TimeWarner Careers
		9608488	Applicant	Website - TimeWarner Careers
		9835605	Applicant	Website - TimeWarner Careers
		9857857	Applicant	Website - TimeWarner Careers
		Total	31	
110358BR	Tech, Installation	10040274	Applicant	Website - TimeWarner Careers
		10782342	Hired	Website - TimeWarner Careers
		10878078	Interviewed	Website - TimeWarner Careers
		11022084	Applicant	Internet - Indeed
		Total	4	
		3011 Total	35	