

Federal Communications Commission Washington, D.C. 20554  <p style="text-align: center;"><b>FCC 396-C</b></p>	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 - 20090928AAX

**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 # 347

**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  
YUMA, AZ

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 I] 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**

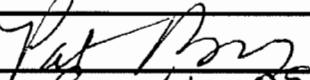
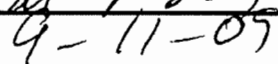
You may provide as Exhibit C any additional information that you believe might be useful in evaluating your efforts to comply with the Commission's EEO provisions. There is no requirement to provide additional data or information. [Exhibit 3]

**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 	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 Yuma, Arizona #347**

***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 Yuma system provided training courses and actively encouraged its' employees to take advantage of the opportunity. During this period 15 Service Technicians, 15 Installers, 5 Digital Phone Technicians, 14 Maintenance Technicians, 1 Commercial Services Technician, 1 Lead Installer, and 2 Senior Maintenance Technicians, of which 17 were minorities. They completed courses in Proper Routing and Cable Installation, CATV 101, and Bonding & Grounding. The training was overseen by the system Supervisor of Technical Operations and division 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 Yuma 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 "We are an equal opportunity employer supporting a drug free workplace. We are committed to conducting business with minority/female operated businesses."

**YUMA, AZ # 0347  
OUTREACH SOURCES**

Arizona Western College  
Career Development Center  
2020 S Avenue 8E  
Yuma, AZ 85365  
928-344-7604; Fax: 928-344-7710

Yuma Private Industry Council  
Career Resource Center  
3826 W 16<sup>th</sup> St  
Yuma, AZ 85364  
928-329-0990; Fax: 928-783-1825

DES-Dept of Economic Services  
Attn: Office Manager  
201 S 3<sup>rd</sup> Ave  
Yuma, AZ 85364-2254  
928-783-1221 ext. 214 (John DeWitt)

Goodwill of Central Arizona  
Career Center  
1600 S 4<sup>th</sup> Ave Ste A  
Yuma, AZ 85364  
928-783-4190; Fax: 928-783-4338

Yuma High School  
Student Services  
400 6<sup>th</sup> Ave  
Yuma, AZ 85364  
928-502-5000

ACME Staffing  
550 E 32<sup>nd</sup> Ave #2  
Yuma, AZ 85364  
928-344-8367

Manpower  
2197 S 4<sup>th</sup> Ave  
Yuma, AZ 85364

928-343-1511

PeopleSoft  
 FCC SOURCE EVALUATION REPORT

Report ID: TWHR83N  
 FCC Source Evaluation Report  
 FCC Unit: 0347 - Yuma  
 County: Yuma  
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Internet - Indeed	6	0	0
Website - TimeWarner Careers	38	14	4
<b>0347 Totals</b>	<b>44</b>	<b>14</b>	<b>4</b>

PeopleSoft  
 FCC SOURCING REPORT

Report ID: TWHR83N  
 FCC Sourcing Report  
 FCC Unit: 0347 - Yuma  
 County: Yuma  
 Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
102251BR	Tech, Installation	Website - TimeWarner Careers	4	1
		Total	4	1
104754BR	Tech, Installation	Website - TimeWarner Careers	6	1
		Total	6	1
106309BR	Tech, Installation	Website - TimeWarner Careers	2	1
		Total	2	1
112137BR	Tech, Installation	Website - TimeWarner Careers	2	1
		Total	2	1
		0347 Totals	14	4

PeopleSoft  
FCC SOURCING DETAIL REPORT

Report ID: JWIHR84N  
FCC Sourcing Detail Report  
FCC Unit: 0347 - Yuma  
County: Yuma  
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
102251BR	Tech, Installation	10484517	Interviewed	Website - TimeWarner Careers
		10499308	Interviewed	Website - TimeWarner Careers
		10505325	Hired	Website - TimeWarner Careers
		8725432	Interviewed	Website - TimeWarner Careers
<b>Total</b>			<b>4</b>	
104754BR	Tech, Installation	10484517	Interviewed	Website - TimeWarner Careers
		10499308	Interviewed	Website - TimeWarner Careers
		10600460	Interviewed	Website - TimeWarner Careers
		10603184	Hired	Website - TimeWarner Careers
		10640100	Applicant	Website - TimeWarner Careers
		10662166	Interviewed	Website - TimeWarner Careers
		8725432	Interviewed	Website - TimeWarner Careers
		9834681	Applicant	Website - TimeWarner Careers
		9834755	Applicant	Website - TimeWarner Careers
<b>Total</b>			<b>9</b>	
106309BR	Tech, Installation	10242012	Applicant	Website - TimeWarner Careers
		10482345	Applicant	Website - TimeWarner Careers
		10549141	Applicant	Website - TimeWarner Careers
		10597315	Applicant	Website - TimeWarner Careers
		10600460	Interviewed	Website - TimeWarner Careers
		10607799	Applicant	Website - TimeWarner Careers
		10633841	Applicant	Website - TimeWarner Careers
		10662166	Hired	Website - TimeWarner Careers
		10691866	Applicant	Website - TimeWarner Careers
		10694078	Applicant	Website - TimeWarner Careers
		10699502	Applicant	Website - TimeWarner Careers
		10700090	Applicant	Website - TimeWarner Careers
		10707022	Applicant	Website - TimeWarner Careers
		10710543	Applicant	Website - TimeWarner Careers
<b>Total</b>			<b>14</b>	
112137BR	Tech, Installation	10248869	Applicant	Website - TimeWarner Careers
		10909729	Applicant	Website - TimeWarner Careers
		11072598	Applicant	Internet - Indeed
		11138636	Applicant	Website - TimeWarner Careers
		11138965	Applicant	Internet - Indeed
		11139497	Applicant	Internet - Indeed
		11139844	Applicant	Website - TimeWarner Careers
		11141746	Interviewed	Website - TimeWarner Careers
		11143682	Applicant	Website - TimeWarner Careers
		11145478	Applicant	Internet - Indeed
11146560	Applicant	Internet - Indeed		
11149499	Applicant	Website - TimeWarner Careers		

Report ID: TWIHR84N  
 FCC Sourcing Detail Report  
 FCC Unit: 0347 - Yuma  
 County: Yuma  
 Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

PeopleSoft  
 FCC SOURCING DETAIL REPORT

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Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
112137BR	Tech, Installation	11150246	Applicant	Website - TimeWarner Careers
		11150642	Applicant	Website - TimeWarner Careers
		11150756	Applicant	Internet - Indeed
		8931363	Applicant	Website - TimeWarner Careers
		9141010	Hired	Website - TimeWarner Careers
		<b>Total</b>	<b>17</b>	
		<b>0347 Total</b>	<b>44</b>	