

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
<p><b>Multi-Channel Video Program Distributor EEO Program Annual Report</b></p> <p>Read INSTRUCTIONS Before Filling Out Form</p>		FOR COMMISSION USE ONLY FILE NO. B396 - 20090928AHQ

**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 # 12219

**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  
 TRAVIS, TX

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>Juan L. Munoz</i>	Title	RVP, HR
Date	9-14-09	Name of Respondent	JUAN MUNOZ
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)**  
**TW Employment Unit ID #12219**

1. *Participation in at least two job fairs by personnel who have substantial responsibility in the making of hiring decisions.*

TWC Local participated in the 2009 National Association of Hispanic Journalists Convention and Career Fair. Representing the division was an Assistant News Director, an Executive Producer and a Recruiter. It's estimated that there were 1,500 attendees for this event. The Career Fair part of the event was held June 25, and June 26, 2009 in San Juan, Puerto Rico. During this time our representatives promoted a variety of Video Journalist positions available as well as a couple of Producer vacancies. We also spoke about freelance positions which are generally available throughout the year for those that are more junior in their career. The Assistant News Director and Executive Producer sat down with individuals who wanted to get their tapes critiqued. This was done during the 2 days with each company representative spending an average of 20-25 minutes with each individual.

TWC Local News was also a participant at the Columbia's Graduate School of Journalism Career Expo held on March 28, 2009. Representing the division was a News Director, an Executive Producer and an HR Administrator. It's estimated that 300 students and alumni attended this event. Positions targeted during this event included: Video Producer, Senior Producer, News Assistant as well as freelance positions.

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

The Time Warner Local News Division is very proud of its year round internship program. Every semester we provide a wonderful learning experience for students throughout the state, country and even from abroad. We work with a variety of Schools and Organizations to ensure that we attract diverse candidates. Our focus is to place females in Technology and to place minorities throughout the different departments.

Our Internship Program is coordinated by the Human Resources Recruiter. The program was also overseen by the Vice President of Human Resources and the Human Resources Manager. The internship program is offered to students enrolled in a degree program (Associate's, Bachelor's or Master's) presenting them an opportunity to learn how to plan, execute, and coordinate various aspects of news media production.

The qualifications for the unpaid internship program are: that the student must be in good academic standing and receive academic credit for the internship and have interest in developing a career in Broadcasting. The selected students are then

placed into either an editorial, technical or administration role and assigned a Supervisor.

During this reporting period we hired 9 interns with 2 of them being minorities and 7 of them being females. One of these interns was hired to an open position after the internship.

RECRUITMENT OUTREACH SOURCE LIST #12219

First Name	Last Name	Job Title	Company	Address	City	State	Zip	Phone	Fax	E-Mail	Alternate Email	Web
Teresa	Shipman		ACS Employment Readiness Branch	Bldg 284, Battalion Ave	Fl. Hood	TX	76544	254-287-6067	254-285-5233	teresa.shipman@us.army.mil		www.hoodmwr.com/ACS/erb.html
Marie	Irving		ACS Employment Readiness Branch	South 77th St., Bldg. 4221	Fl. Hood	TX	76544	(254) 288-2089	(254) 285-5233	marie.irving@us.army.mil		www.hoodmwr.com/ACS/erb.html
Marlene	Mitchell	Founder/PT Assistant	Christ, Inc.	341 Pope Bend South	Cedar Creek	TX	78612		(512) 303-2999	efactivelifechange@yahoo.com		
		Career Connection Center	Austin Area Urban League, Inc.	1033 La Posada Dr., Ste. 150	Austin	TX	78752	478-7176	478-1239	info@aauul.org		www.aauul.org
Louis	Dye		Austin Business College	2101 S. IH-35, Ste. 300	Austin	TX	78741-3854	447-9415	447-0194	louis.dye@abccx.edu		
Liz	Webb		Baylor Student Activities	One Bear Place #97074	Waco	TX		254-710-2371		Liz.Webb@baylor.edu		
		Career Services	Baylor University	P.O.Box 97036	Waco	TX		254-710-3771		career_services@baylor.edu		www.baylor.edu
Jonathan	Mize	Employment Assistance Specialist	Blind Commission	801 Austin Suite 710	Waco	TX		254-753-1552	254-753-1343	jonathan.mize@dars.state.tx.us		
Kelly	Yarbrough		Blind Commission		Waco	TX		254-759-7504		kelly.yarbrough@dars.state.tx.us		
Delores	Gonzalez		c/o ADA Office	P.O. Box 1088	Austin	TX	78787	512-974-3256	512-974-3256	delores.gonzalez@ci.austin.tx.us		www.ci.austin.tx.us/ada/mcd.htm
Curt	Voelkel		Capital Area Easter Seal Society	1611 Headway Circle - Bldg 2	Austin	TX	78754	512-478-2581	512-476-1638	cvoelkel@eastersealstx.com		www.centralx.eastersealstx.com
Chiquita Tracy	Eugene Keitani	President	African/American Chamber of Commerce	5407 N. IH-35, Ste. 304	Austin	TX	78723	459-1181	459-1183	admin@capacitychamber.org	abrooks@capacitychamber.org	www.capacitychamber.org
		Career Services Director	Capital IDEA	P.O. Box 1784	Austin	TX	78767	457-8610 x113	457-8626	tkellian@capitalidea.org		www.capitalidea.org
Shruti	Pandya		Capital City Trade & Technical	205 E. Riverside Dr.	Austin	TX	78704	444-3257	440-0944	shruti.pandya@capacitycareers.com		www.capacitytradedevelop.com
Sandra	Gallindo		Caritas	P.O. Box 1947	Austin	TX	78752	479-4610 x150	479-4627	sgallindo@caritasofaustin.org		www.caritasofaustin.org
Elaine Lyndon	Riley Townsend	Planning and Placement	Central Texas College	P.O. Box 1800	Killeen	TX	76540	254-526-7161		careercenter@ctcd.edu		www.ctcd.edu
		Business Services	Central Texas College	6200 W Central Tx Epwy	Killeen	TX	76548	254-526-1106		lyndon.townsend@ctcd.edu		
Chris	Rowley		Christian Women's Job Corps of Austin	300 Cheyenne	Killeen	TX	76541	254-200-2000		BUSSVCS@workforceink.com		www.cwicaustin.org
			Corps of Austin	P.O. Box 500193	Austin	TX	78750	512-964-1898		chrisrowley@cwicaustin.org		

**RECRUITMENT OUTREACH SOURCE LIST #12219**

Frank	De La Rosa	Community Technology Training Centers	P.O. Box 15069	Austin	TX	78761	323-6773 x124	323-5884	fdla@csa@yahoo.com			
Joyce	Sinclair	Career Services Coordinator	11400 Concordia University Dr	Austin	TX	78726	512-313-5041		careerservices@concordia.edu	joyce.sinclair@co	concordia.edu	www.concordia.edu
Stephanie	McDaniel	DAPS	2416-A South Lamar	Austin	TX	78704			stephanie.mcDaniel@dars.state.texas			
Maria	Freire	Associate Director, Career Services	1901-A Dutton Dr.	San Marcos	TX	78686	512-396-7930	512-396-7939	maria.freire@dars.state.texas			
Jerel	Showers	DeVry University	11125 Equity Dr	Houston	TX	77041	713-973-3034		jsowers@devry.edu			
Reagan	Wilkins	DeVry University	11044 Research Blvd, Suite B-100	Austin	TX	78759	512-787-5733		rwilkins@devry.edu			www.devry.edu
Rochon	Gregg	Dewitty Job Training Center	2205 Rosewood Ave. #205	Austin	TX	78702	472-5718		rochon.gregg@ci.austin.tx.us			www.ci.austin.tx.us/civd
LaNita	Lickey	YMCA	1020 Elm Ave	Waco	TX	76704	254-752-1605	254-752-6980	lplickey-ymca@hol.tx.com			bs@devity.him
J. G.	Josel	Employment Network		Austin	TX			394-1254	josel@yahoo.com			www.ymcaofcentraltexas.org
Deidra	Brown	Marketing Director	18010, 3rd Floor, Battalion Ave	Fl. Hood	TX	76544	254-288-0827	254-286-6852	deidra.brown@us.army.mil			www.hood.army.mil/ajda
Jennifer	Hernandez	Gary Job Corp Center	2800 Airport Hwy 21	San Marcos	TX	78667-0767	512-396-6698	512-396-6585	hernandez.jennifer@jccsps.org			www.geliv.jobcorps.gov
		Goodwill		Austin	TX				gts@austingoodwill.org			www.austingoodwill.org
		Greater Austin Hispanic Chamber of Commerce	3000 S. IH-35, Ste. 305	Austin	TX	78704	476-7502	476-6417	gab@ghcc.org			www.gahcc.org
		Heart of Texas Workforce Center	1416 S. New Road	Waco	TX	76711	254-754-5421		mbriske@heartofworkforce.com			www.heartofworkforce.com
Inez	Falson	Housing Authority of Copperas Cove	701 Casa Circle	Copperas Cove	TX	76522	254-547-9449		Haccom@hol.tx.com			
Irma	Hernandez	Housing Authority of the City of Austin	1124 S. IH 35	Austin	TX	78704		477-9924	irmah@hacanel.org			www.hacanel.org
Jean	Liburd	Housing Authority of the City of Austin	1124 S. IH 35	Austin	TX	78704		477-9924	jeanl@hacanel.org			www.hacanel.org
Louise	Sawaki	Housing Authority of the City of Austin	1124 S. IH 35	Austin	TX	78704	512-477-4488	477-9924	louisese@hacanel.org			www.hacanel.org
Tracy	Foster	Housing Authority of Waco, Family Self Sufficiency Program	4400 Cobbs / P.O.Box 978	Waco	TX		254-752-0324 ext.282		Trayfos@yahoo.com			

**RECRUITMENT OUTREACH SOURCE LIST #12219**

Paul	Leverington	Director of Career Development	Huston-Tillotson College	900 Chicon	Austin	TX	78702	505-3041	505-3142	cod@htu.edu	www.htu.edu
Erin	Werner	Community Relations Specialist	ITT Technical Institute	6330 Hwy 290 East, Suite 150	Austin	TX	78723	512-467-6800	512-467-6677	ewerner@itt-tech.edu	www.itt-tech.edu
Shruti	Babu	Career Services Specialist	ITT Technical Institute	6330 Hwy 290 East, Suite 150	Austin	TX	78723	(512) 684-5610		SPandya@itt-tech.edu	
Paul	Jo	Korean American Association of Killeen	309 North 8th Street		Killeen	TX	76541	254-526-4447		Pjo@kammersant.com	
Nora de Hoyos	Comstock	Las Comadres para las Americas	3103 Loyola Lane		Austin	TX	78723	751-7837		nora@comcom.com	www.lascomadres.org
		Life Works	1221 W. Ben White, Ste. 108A		Austin	TX	78704	735-2400	735-2452	info@lifeworksweb.org	www.lifeworksweb.org/au
Julia	Villaronga	LUJALC (League of United Latin American Citizens)								villaronga@holtr.com	
Dianne	Oyden	MCC Career Development Services	1400 College Dr		Waco	TX		254-299-8413	254-299-8487	doayden@mcclennan.edu	
Juliana	Harris	Professional Career Associates	2800 E Whitestone Blvd, Suite 120, PMB 156		Cedar Park	TX	78613	512-338-9144	512-346-9149	pca@careerassociates.com	www.pca@careerassociates.com
Debbie	Langford	Flight Management								debbie.langford@flight.com	les.com
Janice	Martin Young	Business Services Representative	Rural Capital Area of Texas Workforce Centers	1611 Chisholm Trail, Suite 600	Round Rock	TX	78681	512-244-2207 ext 1027	512-255-9265	janice.young@ruralcapital.net	www.ruralcapitalworkforce.org
Sandra	Molinari	LifeSkills Coordinator	Safe Place	P.O. Box 19454	Austin	TX	78760	356-1570	385-0660	smolinari@austin-safeplace.org	www.austin-safeplace.org
Sarah	Crocker	Support Specialist, Adult Workforce	Skillpoint Alliance	P.O. Box 15069	Austin	TX	78761-5069	323-6773 x154	323-5884	scrocker@skillpointalliance.org	www.skillpointalliance.org
Monique	Jordan	ST Edwards Career Resources	3001 South Congress		Austin	TX	78704	464-8870		seu.careerplan@admin.stedward.edu	www.stedwards.edu/cpal
Darla Carey	Doty	Tarrant University	1901 S Clear Creek Rd		Killeen	TX	76549	254-519-5467		ddoty@tarrant.edu	www.tarrant.edu
	Rose	Temple Junior College	2600 S. First St.		Temple	TX	76502	254-298-8326		Carey.Rose@temple.edu	
Debbie	Cohen	Texas Asian Chamber of Commerce	8222 Jamestown Dr., Ste. A113		Austin	TX	78758-7355	420-8777	339-4600	lacc@trastinchamber.org	www.lacc.culbexpress.co

**RECRUITMENT OUTREACH SOURCE LIST #12219**

	Career Development Office	Texas Lutheran University	1000 West Court Street	Seguin	TX	78155	830-372-8178	830-372-6585	careers@llu.edu	www.llu.edu/careers/career_services
Michael	Stratton	Texas Workforce Commission	825 E. Rundberg Ln., Ste. F-1	Austin	TX	78753-4800	597-7242		michael.stratton@twc.state.tx.us	www.twc.state.tx.us
Tina	Solis	Texas Workforce Commission	6505 Airport Blvd., Ste 101B	Austin	TX	78752	512-587-7137	512-719-4174	tina.solis@twc.state.tx.us	www.twc.state.tx.us
Pam	Wessell	The Advocacy Center for Crime Victims and Children	2323 Columbus Ave.	Waco	TX		254-752-9330		opendoor@advocacyctr.org	
Maggie	Whitley	The Austin Academy	1640 B East 2nd Street, Suite 100	Austin	TX	78702	512-326-865	512-326-8677	maguiwhitley@austinacademy.org	www.austinacademy.org
Kathy	Bean	The University of Texas at Austin	1 University Station G6200	Austin	TX	78712	471-7900	471-7903	recruit@austin.utexas.edu	https://access.utexas.edu
Yvonne	Hinojosa	Travis Association for the Blind	2307 Business Center Dr, P.O. Box 3297	Austin	TX	78764-3297	512683-0915	512-683-0982	kathy.bean@austinighthouse.org	www.austinighthouse.org
Renelle	Grey	Trinity University	One Trinity Place	San Antonio	TX	78212-7200	210-989-8321	210-989-7493	careerservices@trinity.edu	www.trinity.edu
Donna	Wislon	TSTC	ELYTEL Technologies				254-867-2909	254-867-3631	renelle.gray@tstc.edu	www.tstc.edu
John	Washington	TSTC					254-861-3383	254-867-3631	donna.wislon@tstc.edu	
Todd	Ewing	TSTC					254-867-4831	254-867-3231	john.washington@tstc.edu	
Robert	Rulmyr	TSTC					254-867-3155	254-867-3165	todd.ewing@tstc.edu	www.tstc.edu
Anthony	Taylor	TSTC - Advertising Design & Print Technology		Waco	TX				anthony.taylor@tstc.edu	
David	Maick	TSTC - Computer Maintenance Technology		Waco	TX				david.maick@tstc.edu	
Ron	Sanders	TSTC - Computer Networking		Waco	TX				ron.sanders@tstc.edu	
Anita	Steele	TSTC - Cooperative Education		Waco	TX				anita.steele@tstc.edu	
Jerry	Shaw	TSTC - Media Communication & IT	3801 Campus Drive	Waco	TX		254-867-4883		jerry.shaw@tstc.edu	
Edward	Browning	TX Commission for the Blind	7517 Cameron Rd. #120	Austin	TX	78752	459-8575	459-0200	ed.browning@tstc.state.tx.us	www.tstc.state.tx.us/dbs/index.shtml
Lee Ann	Espinola	University of Mary Hardin-Baylor	UMHB Station Box 8020	Bellton	TX	76513	254-295-4527		careerservices@umhb.edu	
Jose	Vidal	University of Phoenix Vietnamese Community of Austin	10801-2 North Mopac Suite 300	Austin	TX	78759	512-344-1438		jose.vidal@phoenix.edu	www.axiacollege.com
Thuy	Phan	President of Austin	1006 Yager Ln Ste 105	Austin	TX	78753	576-1310	877-874-8672	thphan@vacat.org	www.vacat.org

**RECRUITMENT OUTREACH SOURCE LIST #12219**

Stacie	Foyer	Director of Career Services	Virginia College	6301 East Hwy 290	Austin	TX	78723	512-279-2842	512-371-3502	stacie.foyer@vc.edu info@wacochamber.com	www.wacochamber.com
Taylor	Scar	Hays/Caldwell County	Waco Chamber of Commerce	101 S. University Parks Dr.	Waco	TX	78666	254-752-6551	512-396-3404 x237	hbholanos.hcwc@corridor.net	www.hcwc.org

PeopleSoft  
 FCC SOURCE EVALUATION REPORT

Report ID: TWHR83N  
 FCC Source Evaluation Report  
 FCC Unit: 12219

Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Totals	0	0	0

PeopleSoft  
FCC SOURCING DETAIL REPORT

Report ID: TWIHR84N  
FCC Sourcing Detail Report  
FCC Unit: 12219

Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
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Report ID: TWHR83N  
FCC Sourcing Report  
FCC Unit: 12219

Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Peoplesoft  
FCC SOURCING REPORT

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Run Date 09/22/2009  
Run Time 16:10:58

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
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