

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 - 20090928AFX

**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 # 9508

**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  
 PASQUOTANK, NC

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**

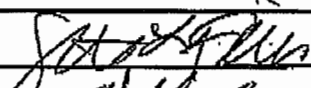
You may provide as Exhibit C any additional information that you believe might be useful in evaluating your efforts to comply with the Commission's EEO provisions. There is no requirement to provide additional data or information. [Exhibit 3]

**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	8/1/09	Name of Respondent	SETH BRIT
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 Recruitment Initiatives

### CFR § 76.75 (b) (2)

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Time Warner Cable – Elizabeth City, NC  
FCC Unit: 9508

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

FCC Unit # 9508 of Time Warner Cable implemented a technical progression plan for all Installation and Service employees in November 2008. The plan provides a clear path for the development of technician's skills by putting their career growth in their hands. The plan provides technician's with OJT, in house classroom training and self-study through SCTE (Society of Cable Telecommunications Engineers). Time Warner Cable partnered with the United States Department of Labor in developing the progression plan in order for it to be recognized and certified as a DOL Apprenticeship Program. The program meets the DOL guidelines for apprenticeship by having the following components: 1) Clearly Identified Occupation 2) Classroom Instruction 3) Work Process 4) Progressive Wage Scale and 5) State and Federal Credentials. In addition, the program offers TWC military veterans the ability to use their GI Bill benefits by working through the tech progression plan. Benefits payable to employees may range from \$250.00 a month to more than \$1200.00 a month.

**2. Provided training to management level personnel in methods of ensuring equal employment opportunity and preventing discrimination.**

Time Warner Cable provides a Diversity and Inclusion Training for managers, supervisors and other key exempt personnel. This workshop is facilitated by Carolina Region Leader Development Trainers and presents a set of skills that leaders need to be a successful professional and contributor in the 21<sup>st</sup> century. It is about how people are treated--the causes and consequences of negative treatment and how we can deliberately build a climate that supports productivity based on quality treatment for all. This required workshop is part of our on-going regional leadership development initiative. From July 1, 2008 – June 30, 2009, one supervisor from FCC Unit # 9508 completed the training.

MASTER FILE OUTREACH CONTACTS FOR THE CAROLINA REGION

ELIZABETH CITY

Location	Name of Source	Phone	Address	Address 2	Fax	Contact	Email
Elizabeth City 9508	Elizabeth City State University Elizabeth City ESC	(252) 335-3287 (252) 331-4798	Campus Box 804 1704 Weaverville Road	Elizabeth City, North Carolina 27909		Sandra Gibson Nannette Turner	smgibson@mail.ecsu.edu nannette.turner@ncmail.net
	Edenton ESC	(252) 482-2195	1316C N Broad Street	Edenton, NC 27932	(252) 482-2188		esc.jobs.edenton@ncmail.net

Report ID: TWHR83N  
 FCC Source Evaluation Report  
 FCC Unit: 9508 - Elizabeth City  
 County: Pasquotank  
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

PeopleSoft  
 FCC SOURCE EVALUATION REPORT

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Website - Niche ReDirect Site	5	1	0
Website - TimeWarner Careers	31	6	3
<b>9508 Totals</b>	<b>36</b>	<b>7</b>	<b>3</b>

Report ID: TW1HR83N  
 FCC Sourcing Report  
 FCC Unit: 9508 - Elizabeth City  
 County: Pasquotank  
 Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

Peoplesoft  
 FCC SOURCING REPORT

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
100627BR	Tech 1, Installation/Service	Website - TimeWarner Careers	2	1
		Total	2	1
106025BR	Tech 1, Installation/Service	Website - TimeWarner Careers	3	1
		Website - Niche Redirect Site	1	0
		Total	4	1
99551BR	Tech 1, Installation/Service	Website - TimeWarner Careers	1	1
		Total	1	1
		9508 Totals	7	3

Requisition No	Job Title	Candidate ID	Last Hr Status	Source Description
106627BR	Tech 1, Installation/Service	10242917	Applicant	Website - TimeWarner Careers
		10253303	Applicant	Website - TimeWarner Careers
		10353158	Applicant	Website - TimeWarner Careers
		10357702	Applicant	Website - TimeWarner Careers
		10359520	Applicant	Website - TimeWarner Careers
		10376282	Applicant	Website - TimeWarner Careers
		10528668	Interviewed	Website - TimeWarner Careers
		10538873	Hired	Website - TimeWarner Careers
		8789563	Applicant	Website - TimeWarner Careers
		9404216	Applicant	Website - TimeWarner Careers
		<b>Total</b>	<b>10</b>	
106025BR	Tech 1, Installation/Service	10442202	Applicant	Website - TimeWarner Careers
		10681540	Applicant	Website - TimeWarner Careers
		10687250	Applicant	Website - TimeWarner Careers
		10708172	Applicant	Website - TimeWarner Careers
		10714136	Applicant	Website - Niche Redirect Site
		10724959	Applicant	Website - TimeWarner Careers
		10727352	Hired	Website - TimeWarner Careers
		10736562	Applicant	Website - Niche Redirect Site
		10744202	Applicant	Website - Niche Redirect Site
		10745506	Interviewed	Website - TimeWarner Careers
		10772142	Interviewed	Website - TimeWarner Careers
		7135685	Applicant	Website - TimeWarner Careers
		9506841	Applicant	Website - TimeWarner Careers
		9635066	Interviewed	Website - Niche Redirect Site
		9681957	Applicant	Website - Niche Redirect Site
		<b>Total</b>	<b>15</b>	
99551BR	Tech 1, Installation/Service	10242917	Applicant	Website - TimeWarner Careers
		10253303	Hired	Website - TimeWarner Careers
		10253473	Applicant	Website - TimeWarner Careers
		10348895	Applicant	Website - TimeWarner Careers
		10353158	Applicant	Website - TimeWarner Careers
		10357702	Applicant	Website - TimeWarner Careers
		10359520	Applicant	Website - TimeWarner Careers
		10381955	Applicant	Website - TimeWarner Careers
		4906274	Applicant	Website - TimeWarner Careers
		8789563	Applicant	Website - TimeWarner Careers
		9132356	Applicant	Website - TimeWarner Careers
		<b>Total</b>	<b>11</b>	
		<b>9508 Total</b>	<b>36</b>	