

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 - 20090928ABG

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 # 611		
Application Purpose <input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report		
<input type="checkbox"/> Supplemental Investigation Sheet (SIS) Attached		
C. County and State in which unit's employment office is located SCOTLAND, 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

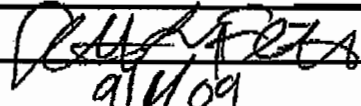
You may provide as Exhibit C any additional information that you believe might be useful in evaluating your efforts to comply with the Commission's EEO provisions. There is no requirement to provide additional data or information. [Exhibit 3]

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, GR
Date	9/11/09	Name of Respondent	SETH PEIT
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)

Time Warner Cable - Laurinburg, NC
FCC Unit: 611

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

FCC Unit # 611 of Time Warner Cable implemented a technical progression plan for all Installation and Service employees in June 2009. 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 and professional contributor in the 21st 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, two employees completed the training.

MASTER FILE OUTREACH CONTACTS CAROLINA REGION

SOUTH CAROLINA

Location	Name of Source	Phone	Address	Fax	Contact	E-mail
Current List	WICT	866-964-2765 ext. 2749	590 Hemdon Parkway Suite 100, Virginia 20170	703-707-6210	Heidi Grandy	'Heidi_Grandy@boxwoodtech.com'
	SC Employment Security Commission		Orangeburg			'johnson@secs.org'
	SC Employment Security Commission	803-737-9931	P. O. Box 567 700 Taylor St Columbia, SC 29202		Shirley Byrd	'sbyrd@secs.org'
	SC Employment Security Commission		Georgetown			'benjgland@secs.org'
	Coastal Workforce Center	843-546-8881	200 A Victory Lane, Conway SC 29526	843-545-0063	Jeffrey Ward	'jward@secs.org'
	SC Employment Security Commission		Georgetown			'wwilliams2@secs.org'
	National Association of University Women	803-759-4175	PO Box 50474, Columbia SC 29250	803-765-2132	Mildred McDuffie	'mrdm@SC.r.com'
	Midlands Tech	803-822-3321	PO Box 2408, Columbia SC 29202		Sarah Trice	'trices@midlandstech.edu'
	League of Women Voters	803-251-2726	PO Box 8453, Columbia SC 29202	803-765-0131	Laurel Suggs	'lsuggs@lmsc.com'
	North Myrtle Beach Library					'nmblibrary@yahoo.com'
	Coastal Carolina University Conway Campus	843-348-6433	Coastal Carolina University Career Services Center P	843-348-2718	Yvonne Spain	'yvonne@coastal.edu'
	Columbia College	803-786-3012	Columbia SC 29203		Fiona Lofton	'flofton@colcoll.edu'
	SC Commission for the Blind	803-698-8796	PO Box 2467, Columbia SC 29202		Ed Bible	'ebible@scsb.sc.gov'
	Academy for Art, Science, & Technology	843-903-8460	865 International Drive, Myrtle Beach SC 29579	843-903-8461	Julie Hardwick	'jhardwick@horrycountyschools.net'
	Amy Career & Alumni Program (ACAP)	751-4109	PO Box 10087, Ft. Jackson SC 29307		Nel Garney	'shumbhnes@columbiaurbanleague.org'
	Amy Community Service-Career Dev	751-5452	Bldg. 5450, Room 223, Ft. Jackson, SC 29207		Barbara Martin	'barbara.martin@us.army.mil'
	Columbia Urban League	799-8150	PO Box 50125, Columbia, SC 29250		Natalie Brown	'chumpbriess@columbiaurbanleague.org'
	Local NAAAP	754-4594	PO Box 1148, Columbia, SC 29202		Dwight James	'info@scnaap.org'
	SC VOC Rehab	782-4239	516 Percival Road, Columbia, SC 29206		Deanna Anna	'damma@scvrd.state.sc.us'
	SC VOC Rehab-Lexington	896-6357	1330 Boston Avenue, West Columbia, SC 29170		Nasser Sarrip	'nsarrip@scvrd.state.sc.us'
	USC-Career Development	777-5060	H. Wm. Close Building, Columbia, SC 29208		Allison Sturdivant	'sturdia@mailbox.sc.edu'
	Voorhees College	803-780-1265	Denmark, SC		Gerald DeVaughn	'gdevaughn@voorhees.edu'
	Webster University	314-968-6982	St. Louis, MO		Maureen Stroer	'careercn@webster.edu'
	Woford College	864-597-4260	421 North Church Street, Spartanburg, SC 29303		Kay Vippermanks	'vippermanks@woford.edu'
	Shaw Air Force Base	803-895-1525	Sumter, SC		Joyce Carner	'joyce.carner@shaw.af.mil'

Report ID: TW1HR83N
 FCC Source Evaluation Report
 FCC Unit: 0611 - Laurinburg
 County: Scotland
 Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

PeopleSoft
 FCC SOURCE EVALUATION REPORT

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Internet - Indeed	1	0	0
Website - TimeWarner Careers	7	4	1
0611 Totals	8	4	1

Report ID: TWIHR83N
 FCC Sourcing Report
 FCC Unit: 0611 - Laurinburg
 County: Scotland
 Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

Peoplesoft
 FCC SOURCING REPORT

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
109895DR	Tech 1, Service	Website - TimeWarner Careers	4	1
		Total	4	1
		0611 Totals	4	1

Report ID: TWHR84N
 FCC Sourcing Detail Report
 County: Scotland
 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
1098558R	Tech 1, Service	10354160	Interviewed	Website - Timewarner Careers
		10635123	Interviewed	Website - Timewarner Careers
		10796557	Interviewed	Website - Timewarner Careers
		10985628	Applicant	Website - Timewarner Careers
		10990262	Applicant	Website - Timewarner Careers
		10992000	Applicant	Website - Timewarner Careers
		9642110	Hired	Website - Timewarner Careers
		9828133	Applicant	Internet - Indeed
		Total	8	
		0611 Total	8	