

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

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 # 5474		
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 CARTERET, 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

		<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 BEO 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

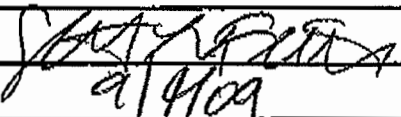
You may provide as Exhibit C any additional information that you believe might be useful in evaluating your efforts to comply with the Commission's BEO provisions. There is no requirement to provide additional data or information.
[Exhibit 3]

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	9/1/09	Name of Respondent	SETH FEIT
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 – Morehead City, NC
FCC Unit: 5474

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

FCC Unit # 5474 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 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, eleven employees from FCC Unit # 5474 completed the training.

MASTER FILE OUTREACH CONTACTS FOR CAROLINA REGION

MOREHEAD

Location	Name of Source	Address	City, State	Contact	Phone	E-Mail Address
Morehead	Amigos International	1516 Market Street	Wilmington, NC 28401	Nicholas Faherty	910-341-0007	amigos@bizec.rr.com
	Career Resource Center		Cherry Point, NC 28533	Shane Muravsky	252-466-4401	shane.muravsky@usmc.mil
	Carteret Community College	3505 Arendell Street	Morehead City, NC 28557	John Smith	252-222-6127	jms@carteret.edu
	Carteret County Dept. of Social Services	204 Craven Street	Beaufort, NC	Kay Huffman	252-728-3181 ext.6	kay.huffman@cccss.com
	Craven Community College	800 College Court	New Bern, NC 28562	Wanda Thomas	252-638-4131	thomasw@crevencc.edu
	Marine&Family Services Employment Assistance	PSC Box 80009, Corp Air Station	Cherry Point, NC 28533	Warren Culbreth	252-466-4401	warren.culbreth@usmc-mccs.org
	NC Employment Security Commission	309 Commerce Ave.	Morehead City, NC 28557	Susan Johnson	252-726-7151	ljohnson@ncmail.net
	NC Vocational Rehabilitation Services	310A Commerce Avenue	Morehead City, NC 28557	Cindy Smith	252-247-2037	cindy.smith@ncmail.net
	Havelock Chamber of Commerce	P.O. Box 21	Havelock, NC 28532	Josephine Williams		info1@havelockchamber.net
	NC Employment Security Commission	245 Shepherd Trail	Aberdeen, NC 28315	Mark Adkins	910-341-0007	ssc.jobs.aberdeent@ncmail.net
	Amigos International	1516 Market Street	Wilmington, NC 28401	Nicholas Faherty		amigos@bizec.rr.com
	Carteret County Dept. of Social Services	204 Craven Street	Beaufort, NC	Kay Huffman	252-728-3181 ext.6	kay.huffman@cccss.com

Report ID: TWHR83N
 FCC Source Evaluation Report
 County: Carteret
 Vacancies Filled from 01-JUL-2008 Thru 30-JUN-2009

PeopleSoft
 FCC SOURCE EVALUATION REPORT

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Internet - DirectEmployers	2	0	0
Internet - Indeed	7	3	0
Referral - TW Cable Employee Referral	5	5	4
Referral - Time Inc. Employee Referral	1	1	1
Website - TimeWarner Careers	138	28	6
5474 Totals	153	37	11

Report ID: TWHR83N
 FCC Sourcing Report
 FCC Unit: 5474 - Morehead
 County: Carteret
 Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

PeopleSoft
 FCC SOURCING REPORT

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
106303BR	Tech 1, Customer Care	Website - TimeWarner Careers	6	1
		Total	6	1
110843BR	Tech 1, Installation	Website - TimeWarner Careers Referral - TW Cable Employee Referral	4 2	0 1
		Total	6	1
112083BR	Tech 1, Installation	Internet - Indeed Website - TimeWarner Careers	2 2	0 1
		Total	4	1
99622BR	Tech 1, Installation	Referral - TW Cable Employee Referral Website - TimeWarner Careers	1 1	1 2
		Total	2	3
110889BR	Tech 1, Installation	Website - TimeWarner Careers Internet - Indeed Referral - Time Inc. Employee Referral Referral - TW Cable Employee Referral	15 1 1 2	0 1 1 2
		Total	19	6
		5474 Totals	37	11

Regulation No	Job Title	Candidate ID	Last HR Status	Source Description
106303BR	Rep 1, Customer Care	10099594	Applicant	Website - TimeWarner Careers
		10703586	Applicant	Website - TimeWarner Careers
		10707684	Applicant	Website - TimeWarner Careers
		10709932	Applicant	Website - TimeWarner Careers
		10710533	Applicant	Website - TimeWarner Careers
		10714480	Interviewed	Website - TimeWarner Careers
		10715214	Applicant	Website - TimeWarner Careers
		10716136	Applicant	Website - TimeWarner Careers
		10716887	Applicant	Website - TimeWarner Careers
		10719064	Interviewed	Website - TimeWarner Careers
		10720090	Applicant	Website - TimeWarner Careers
		10720183	Applicant	Website - TimeWarner Careers
		10724253	Applicant	Website - TimeWarner Careers
		10729334	Interviewed	Website - TimeWarner Careers
		10733974	Applicant	Website - TimeWarner Careers
		5045786	Hired	Website - TimeWarner Careers
		5069104	Interviewed	Website - TimeWarner Careers
		6407562	Interviewed	Website - TimeWarner Careers
		9196962	Applicant	Website - TimeWarner Careers
		9402229	Applicant	Website - TimeWarner Careers
		9594497	Applicant	Website - TimeWarner Careers
		9846278	Applicant	Website - TimeWarner Careers
		Total	22	
110843BR	Tech 1, Installation	10346329	Interviewed	Website - TimeWarner Careers
		10631675	Interviewed	Referral - TW Cable Employee Referral
		10682109	Applicant	Website - TimeWarner Careers
		10706334	Interviewed	Website - TimeWarner Careers
		10731255	Applicant	Website - TimeWarner Careers
		10786619	Applicant	Website - TimeWarner Careers
		10857598	Applicant	Website - TimeWarner Careers
		11006129	Applicant	Website - TimeWarner Careers
		11039089	Applicant	Website - TimeWarner Careers
		11058328	Applicant	Website - TimeWarner Careers
		11060098	Applicant	Website - TimeWarner Careers
		11063931	Applicant	Website - TimeWarner Careers
		11064851	Applicant	Website - TimeWarner Careers
		11066121	Interviewed	Website - TimeWarner Careers
		11126589	Applicant	Website - TimeWarner Careers
		5851893	Applicant	Website - TimeWarner Careers
		6280338	Hired	Referral - TW Cable Employee Referral
		6556924	Applicant	Website - TimeWarner Careers
		8825691	Interviewed	Website - TimeWarner Careers
		9712714	Applicant	Website - TimeWarner Careers
		Total	20	

Registration No.	Job Title	Candidate ID	Last HR Status	Source Description
112083BR	Tech 1, Installation	10655188	Applicant	Internet - Indeed
		11128782	Applicant	Website - TimeWarner Careers
		11153171	Interviewed	Internet - Indeed
		11156591	Interviewed	Website - TimeWarner Careers
		5851893	Applicant	Internet - Indeed
		9509781	Interviewed	Internet - Indeed
		9732985	Hired	Website - TimeWarner Careers
			7	
	Total			
99622BR	Tech 1, Installation	10030033	Applicant	Website - TimeWarner Careers
		10180066	Applicant	Internet - DirectEmployers
		10248235	Applicant	Website - TimeWarner Careers
		10308206	Applicant	Website - TimeWarner Careers
		10308642	Applicant	Website - TimeWarner Careers
		10309225	Applicant	Website - TimeWarner Careers
		10311236	Applicant	Internet - Indeed
		10311297	Applicant	Website - TimeWarner Careers
		10312904	Applicant	Website - TimeWarner Careers
		10317140	Applicant	Website - TimeWarner Careers
		10318156	Applicant	Website - TimeWarner Careers
		10319669	Applicant	Website - TimeWarner Careers
		10320412	Applicant	Website - TimeWarner Careers
		10324768	Applicant	Website - TimeWarner Careers
		10327302	Applicant	Website - TimeWarner Careers
		10327506	Applicant	Website - TimeWarner Careers
		10327767	Applicant	Website - TimeWarner Careers
		10349086	Applicant	Website - TimeWarner Careers
		10349488	Applicant	Website - TimeWarner Careers
		10375962	Applicant	Website - TimeWarner Careers
		10382076	Applicant	Website - TimeWarner Careers
		10408209	Applicant	Website - TimeWarner Careers
		10408767	Applicant	Website - TimeWarner Careers
		10414639	Applicant	Website - TimeWarner Careers
		10421271	Applicant	Website - TimeWarner Careers
		10457657	Applicant	Website - TimeWarner Careers
		10460842	Applicant	Website - TimeWarner Careers
		10467010	Applicant	Website - TimeWarner Careers
		10522791	Applicant	Website - TimeWarner Careers
		10526651	Applicant	Website - TimeWarner Careers
		10527517	Applicant	Website - TimeWarner Careers
		10527746	Applicant	Website - TimeWarner Careers
		4662358	Hired	Website - TimeWarner Careers
		5138229	Applicant	Website - TimeWarner Careers
		6238460	Applicant	Website - TimeWarner Careers

Regulation No	Job Title	Candidate ID	Last HR Status	Source Description
99622BR	Tech I, Installation	6504242	Applicant	Website - TimeWarner Careers
		678089	Applicant	Website - TimeWarner Careers
		8073257	Applicant	Website - TimeWarner Careers
		833891	Applicant	Website - TimeWarner Careers
		9036991	Applicant	Website - TimeWarner Careers
		9515825	Applicant	Website - TimeWarner Careers
		9564363	Applicant	Website - TimeWarner Careers
		9648745	Applicant	Website - TimeWarner Careers
		9650370	Hired	Referral - TW Cable Employee Referral
		9837567	Applicant	Website - TimeWarner Careers
		9833890	Applicant	Website - TimeWarner Careers
		9900805	Applicant	Website - TimeWarner Careers
		9995801	Applicant	Internet - DirectEmployers
			Total	
			48	
110889BR	Tech I, Installation	10030033	Applicant	Website - TimeWarner Careers
		10476396	Applicant	Website - TimeWarner Careers
		10528206	Hired	Website - TimeWarner Careers
		10731255	Applicant	Website - TimeWarner Careers
		11014410	Applicant	Website - TimeWarner Careers
		11041428	Applicant	Website - TimeWarner Careers
		11054409	Applicant	Website - TimeWarner Careers
		11051427	Applicant	Website - TimeWarner Careers
		11058799	Applicant	Website - TimeWarner Careers
		11063843	Applicant	Website - TimeWarner Careers
		11064595	Interviewed	Website - TimeWarner Careers
		11066121	Applicant	Website - TimeWarner Careers
		11067482	Hired	Referral - TW Cable Employee Referral
		11068056	Interviewed	Website - TimeWarner Careers
		11068379	Interviewed	Website - TimeWarner Careers
		11069244	Applicant	Website - TimeWarner Careers
		11070661	Hired	Website - TimeWarner Careers
		11072670	Interviewed	Website - TimeWarner Careers
		11072939	Interviewed	Website - TimeWarner Careers
		11073007	Hired	Referral - Time Inc. Employee Referral
		11077343	Interviewed	Website - TimeWarner Careers
		11078890	Applicant	Website - TimeWarner Careers
		11079049	Applicant	Website - TimeWarner Careers
		11080115	Applicant	Website - TimeWarner Careers
		11082077	Applicant	Website - TimeWarner Careers
		11085437	Applicant	Website - TimeWarner Careers
		11087638	Applicant	Website - TimeWarner Careers
		11087953	Applicant	Website - TimeWarner Careers
		11089196	Hired	Website - TimeWarner Careers

Report ID: TWHR84N
 FCC Sourcing Detail Report
 FCC Unit: 5474 - Morehead
 County: Carteret
 Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

PeopleSoft
 FCC SOURCING DETAIL REPORT

Regulation No	Job Title	Candidate ID	Last HR Status	Source Description
1108899BR	Tech 1, Installation	11089386	Interviewed	Website - TimeWarner Careers
		11089837	Applicant	Website - TimeWarner Careers
		11089898	Applicant	Website - TimeWarner Careers
		11090380	Applicant	Website - TimeWarner Careers
		11091036	Applicant	Website - TimeWarner Careers
		11093795	Applicant	Internet - Indeed
		11102584	Applicant	Website - TimeWarner Careers
		11104715	Applicant	Website - TimeWarner Careers
		11104811	Interviewed	Website - TimeWarner Careers
		11104959	Interviewed	Website - TimeWarner Careers
		11105267	Applicant	Website - TimeWarner Careers
		11105991	Applicant	Website - TimeWarner Careers
		11106281	Applicant	Website - TimeWarner Careers
		11107922	Interviewed	Website - TimeWarner Careers
		4794100	Applicant	Website - TimeWarner Careers
		6556974	Interviewed	Website - TimeWarner Careers
		6633434	Applicant	Website - TimeWarner Careers
		7139564	Applicant	Website - TimeWarner Careers
		7379656	Applicant	Website - TimeWarner Careers
		9318844	Applicant	Website - TimeWarner Careers
		9339897	Applicant	Website - TimeWarner Careers
		9582122	Applicant	Website - TimeWarner Careers
		9602894	Interviewed	Internet - Indeed
		9697119	Hired	Referral - TTY Cable Employee Referral
		9712714	Applicant	Website - TimeWarner Careers
		9935078	Interviewed	Website - TimeWarner Careers
		Total	56	
		Total	153	
		5474 Total		