

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 - 20090928ABS

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 # 1113

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
HARRISON, WV

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>Pat Berry</i>	Title RVP, HR
Date <i>9-11-09</i>	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 Clarksburg, WV #1113

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

The Clarksburg system attended two Job Fairs this past year. The first one was held on February 18, 2009 at Fairmont State University, 1208 Locust Ave, Fairmont, WV 26554. The contact information is Brenda Cain, Office of Career Services, bcain1@fairmontstate.edu, (304) 367-4214. This event was an opportunity for the college students and the general public to learn about career opportunities and positions within the Time Warner Cable Clarksburg office. The event was attended by the General Manager and the Administrative Assistant from the Clarksburg office. No job offers were made from the applicant pool.

The second event was the Career Fair at United Technical Center, sponsored by Work Force West Virginia which was held on May 7, 2009. Contact information is Sharon Cunningham, Manager, Clarksburg Work Force, 321 W. Main St., Clarksburg, WV 26302, 304-627-2125. This job fair was opened to the public. The event was attended by the General Manager and the Administrative Assistant from the Clarksburg office. Approximately 370 people attended the event. No job offers were made from the applicant pool.

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 Clarksburg system utilizes their local community access channel to advertise career opportunities and the Time Warner Cable website in order to reach potential candidates that may know of the career website. The advertisement appearing on the crawl includes the message "Interested in a career with Time Warner Cable? Visit www.timewarnercable.com/careers. Time Warner Cable is an Equal Opportunity Employer supporting a drug free workplace. We are committed to conducting business with minority and female owned and operated businesses. (M/F/D/V)"

Clarksburg, WV #1113
RECRUITMENT SOURCES LISTING as of 6/30/09

Organization	First Last	Title	Address	City	State	Zip	Phone	Fax	Email address
Alderson Broadus College	Cindy Wanamaker	Secretary of Campus Life	PO Box 2154	Philippi	WV	26416	304-457-1700	304-457-6239	wanamakercj@mail.ab.edu
Central WV Community Action Assoc.	Lolla Griffin	Job Club Coordinator	106 Frederick St	Clarksburg	WV	26301	8495X231	304-622-4976	ldgjobdeveloper@hotmail.com
Clarksburg Job Service (Work Force WV)	Sharon Cunningham	Manager	321 W. Main St	Clarksburg	WV	26301	304-627-2125	304-627-2129	scunning@workforcewv.org
Criss-Cross, Inc.	Amie Darway	Executive Director	209 W. Pike St Suite B	Clarksburg	WV	26301	304-326-2017	304-624-4089	ccsdfi@criss-crosswv.org
Criss-Cross (Info&Referral Svc)	Kay Houseman	Case Manager	PO Box 1831	Clarksburg	WV	26301	304-623-6681	304-326-2017	kayhouseman@hotmail.com
Fairmont State College	Sally Fry	Director Student Development	1201 Locust Ave	Fairmont	WV	26554	304-367-4214	304-367-4408	sfr@fairmontstate.edu
Harrison City Chamber of Commerce	Katherine Wagner	Executive Director	520 West Main St.	Clarksburg	WV	26301	304-624-6331	304-624-5190	kathy@harrisoncountychamber.com
Marion City Chamber of Commerce	Tina Shaw	President	PO Box 208	Fairmont	WV	26554	304-363-0442	304-363-0480	mli@marionchamber.com
North Central Community Action	Vicki Geary	Executive Director	1304 Goose Run Rd	Fairmont	WV	26554	304-366-8142	304-366-8846	vgeary@ncwcaa.org
Opportunities Industrial Cir	Cheryl Lewis	Employment Specialist	120 Jackson St	Fairmont	WV	26554	304-366-8142	304-366-8143	oicm@oicwv.org
Salem-Tekyo University	Erica Russell	Human Resources	223 W Main St., PO Box 500	Salem	WV	26426	304-782-5633	304-782-5246	erussell@salemiu.edu
United Technical Center	Dan Glover	Capstone Coordinator	Rt 3 Box 43C	Clarksburg	WV	26301	Ex 127	304-622-6138	dgllover@access.k12.wv.us
United Way of Harrison County	Marie Battles	Executive Director	301 W Main St	Clarksburg	WV	26301	304-624-6337	304-624-4031	mbattles@harrisoncountywv.com
WV Assistive Tech System	Janice Holland	Associate Director	4510 Pennsylvania Ave Ste B	Charleston	WV	25302	304-293-4682	304-720-3204	jholland@hsc.wvu.edu
WV Business College	Kristi Lowther	Career Svcs Rep	116 Pennsylvania Ave	Nutter Fort	WV	26301	304-624-7695	304-622-2149	kallowther@hotmail.com
WV Division of Rehabilitation	Kathy Lane	Employment		Clarksburg	WV	26301	Ex 132	304-624-0345	kathy@wvdrs.org
WV Junior College	Vickie Fahy	Career Svcs Officer	176 Thompson Dr.	Bridgeport	WV	26330	304-842-4007	304-842-8191	vfahy@wvjcinto.net
WV Junior College	Darlene Stevens	Career Svcs Director	148 Willey St.	Morgantown	WV	26505	304-296-8282	304-296-5612	dstevens@wvjc.com
WV University	Trina Cole	Info Systems Specialist	PO Box 6008	Morgantown	WV	26506	304-293-2221	304-293-6862	carrierservices@mail.wvu.edu

Web Page: www.wvdrs.org

PeopleSoft
 FCC SOURCE EVALUATION REPORT

Report ID: TWHR83N
 FCC Source Evaluation Report
 FCC Unit: 1113 - Clarksburg
 County: Harrison
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Ad - Local Cable TV	1	0	0
Internet - DirectEmployers	1	0	0
Website - TimeWarner Careers	69	15	2
1113 Totals	71	15	2

PeopleSoft
 FCC SOURCING REPORT

Report ID: TWIHR83N
 FCC Sourcing Report
 FCC Unit: 1113 - Clarksburg
 County: Harrison
 Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
103383BR	Tech 2, Installation	Website - TimeWarner Careers	9	1
		Total	9	1
107935BR	Rep, Customer Care	Website - TimeWarner Careers	6	1
		Total	6	1
		1113 Totals	15	2

PeopleSoft
FCC SOURCING DETAIL REPORT

Report ID: TWIHR84N
FCC Sourcing Detail Report
FCC Unit: 1113 - Clarksburg
County: Harrison
Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
103383BR	Tech 2, Installation	10156112	Applicant	Website - TimeWarner Careers
		10224568	Interviewed	Website - TimeWarner Careers
		10386858	Hired	Website - TimeWarner Careers
		10481341	Applicant	Website - TimeWarner Careers
		10505249	Interviewed	Website - TimeWarner Careers
		10513058	Interviewed	Website - TimeWarner Careers
		10513419	Interviewed	Website - TimeWarner Careers
		10521852	Interviewed	Website - TimeWarner Careers
		10523217	Interviewed	Website - TimeWarner Careers
		10549163	Applicant	Website - TimeWarner Careers
		10550607	Applicant	Website - TimeWarner Careers
		10554216	Applicant	Website - TimeWarner Careers
		10556713	Applicant	Website - TimeWarner Careers
		10566903	Interviewed	Website - TimeWarner Careers
		10574188	Applicant	Website - TimeWarner Careers
		10575952	Applicant	Website - TimeWarner Careers
		10579401	Applicant	Website - TimeWarner Careers
		9428052	Applicant	Website - TimeWarner Careers
		9725727	Interviewed	Website - TimeWarner Careers
		Total	19	
107935BR	Rep, Customer Care	10234779	Applicant	Website - TimeWarner Careers
		10740947	Hired	Website - TimeWarner Careers
		10808598	Applicant	Website - TimeWarner Careers
		10812977	Applicant	Website - TimeWarner Careers
		10813270	Applicant	Website - TimeWarner Careers
		10817890	Applicant	Website - TimeWarner Careers
		10817928	Applicant	Website - TimeWarner Careers
		10824021	Applicant	Website - TimeWarner Careers
		10825569	Applicant	Website - TimeWarner Careers
		10828283	Applicant	Website - TimeWarner Careers
		10829536	Applicant	Website - TimeWarner Careers
		10829608	Applicant	Website - TimeWarner Careers
		10829681	Applicant	Website - TimeWarner Careers
		10830004	Interviewed	Website - TimeWarner Careers
		10830706	Applicant	Website - TimeWarner Careers
		10830885	Applicant	Website - TimeWarner Careers
		10831212	Applicant	Website - TimeWarner Careers
		10831614	Applicant	Website - TimeWarner Careers
		10832555	Applicant	Website - TimeWarner Careers
		10832972	Applicant	Website - TimeWarner Careers
		10833262	Interviewed	Website - TimeWarner Careers
		10837049	Applicant	Website - TimeWarner Careers
		10839624	Applicant	Website - TimeWarner Careers
		10840661	Applicant	Website - TimeWarner Careers

PeopleSoft
FCC SOURCING DETAIL REPORT

Report ID: TWHR84N
FCC Sourcing Detail Report
FCC Unit: 1113 - Clarksburg
County: Harrison
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
107935BR	Rep, Customer Care	10844166	Applicant	Website - TimeWarner Careers
		10845131	Applicant	Website - TimeWarner Careers
		10845972	Applicant	Website - TimeWarner Careers
		10846794	Applicant	Website - TimeWarner Careers
		10870485	Interviewed	Website - TimeWarner Careers
		10880723	Interviewed	Website - TimeWarner Careers
		4665923	Applicant	Website - TimeWarner Careers
		5125065	Applicant	Website - TimeWarner Careers
		6554997	Applicant	Website - TimeWarner Careers
		6611552	Applicant	Website - TimeWarner Careers
		6683110	Applicant	Website - TimeWarner Careers
		7793389	Applicant	Website - TimeWarner Careers
		7858155	Applicant	Website - TimeWarner Careers
		7998717	Applicant	Website - TimeWarner Careers
		8342014	Applicant	Website - TimeWarner Careers
		8785966	Applicant	Website - TimeWarner Careers
		9430641	Interviewed	Website - TimeWarner Careers
		9605061	Applicant	Website - TimeWarner Careers
	Total		42	
99628BR	Rep 2, Direct Sales	10042788	Applicant	Website - TimeWarner Careers
		10218206	Applicant	Website - TimeWarner Careers
		10333022	Applicant	Website - TimeWarner Careers
		10337649	Applicant	Website - TimeWarner Careers
		10339416	Applicant	Website - TimeWarner Careers
		10345709	Applicant	Website - TimeWarner Careers
		10354278	Applicant	Internet - DirectEmployers
		10386858	Applicant	Ad - Local Cable TV
		7005927	Applicant	Website - TimeWarner Careers
		9840012	Applicant	Website - TimeWarner Careers
	Total		10	
	1113 Total		71	