

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

**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 # 0078

**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  
 DALE, AL

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 <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 Dothan/Daleville, AL #0078**

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

The Dothan/Daleville system participated in two job fairs.

The Enterprise-Ozark Community College Career fair was held at the Ozark Community College in Enterprise, AL on November, 6, 2008. The event was staffed by the Dothan Office Manager. The event attracted about 330 attendees however no hires were made.

The Wallace Community College Third Annual Career Fair was held at the Wallace Community College in Dothan, AL, on March 11, 2009. The event was staffed by the Enterprise Operations Manager and the Administrative Assistant from the Dothan office. There were approximately 120 attendees however no hires were made.

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

Time Warner Cable National business unit promotes educational opportunities and endorses National Cable Television Institute (NCTI) courses. Time Warner Cable National business unit pays for 100% of the cost of the NCTI course. The Dothan/Daleville system participates in the NCTI program and actively encourages its employees to take advantage of the opportunity. During this period one Install/Service Technician completed an Installer course. The program was overseen by the division's Department Coordinator and Human Resources Director, the system's Administrative Assistant and General Manager.

**DOTHAN, ALABAMA #0078  
RECRUITMENT SOURCES LISTING as of 6/30/09**

<u>Organization</u>	<u>Address</u>	<u>Phone Number</u>	<u>Contact</u>
Zeta Phi Beta	PO Box 782, Dothan, AL 36302	(334) 793-3108	Frances Merritt
Bi-Racial Study Club	203 Beacon Road, Dothan, AL 36301	(334) 793-1532	Dr. Jimmy McCarty
Southern Christian Leadership Conference	P.O. Box 457, Dothan, AL 36302	(334) 793-6722	Pearlean Jackson
Wallace Community College	1141 Wallace Drive, Dothan, AL 36302	(334) 983-3521	
State of AL Employment Office Dothan Career Ctr	787 Ross Clark Circle, Dothan, AL 36303	(334) 792-2121 x15	Office Manager
Radio Zona	PO Box 421, New Brockton, AL 36351	(334) 897-2217	Myra Aponta

PeopleSoft  
 FCC SOURCE EVALUATION REPORT

Report ID: TWHR83N  
 FCC Source Evaluation Report  
 FCC Unit: 0078 - Dothan  
 County: Houston  
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Internet - Indeed	16	1	0
Referral - TW Cable Employee Referral	2	2	2
Website - TimeWarner Careers	158	13	4
<b>0078 Totals</b>	<b>176</b>	<b>16</b>	<b>6</b>

PeopleSoft  
FCC SOURCING REPORT

Report ID: TWIHR83N  
FCC Sourcing Report  
FCC Unit: 0078 - Dothan  
County: Houston  
Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
104747BR	Tech 2, Installation	Website - TimeWarner Careers	2	1
		Total	2	1
105828BR	Tech 2, Installation	Website - TimeWarner Careers	1	1
		Total	1	1
107089BR	Rep, Customer Care	Website - TimeWarner Careers	3	1
		Total	3	1
107267BR	Tech 2, Installation	Referral - TW Cable Employee Referral	1	1
		Website - TimeWarner Careers	2	0
		Total	3	1
110357BR	Tech 2, Installation	Internet - Indeed	1	0
		Referral - TW Cable Employee Referral	1	1
		Total	2	1
110706BR	Tech 2, Installation	Website - TimeWarner Careers	5	1
		Total	5	1
		0078 Totals	16	6

PeopleSoft  
FCC SOURCING DETAIL REPORT

Report ID: TWIHR84N  
FCC Sourcing Detail Report  
FCC Unit: 0078 - Dothan  
County: Houston  
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
104747BR	Tech 2, Installation	10408214	Applicant	Website - TimeWarner Careers
		10557064	Hired	Website - TimeWarner Careers
		9206408	Interviewed	Website - TimeWarner Careers
	<b>Total</b>		<b>3</b>	
105828BR	Tech 2, Installation	10657093	Applicant	Website - TimeWarner Careers
		8571224	Hired	Website - TimeWarner Careers
	<b>Total</b>		<b>2</b>	
107089BR	Rep, Customer Care	10221349	Interviewed	Website - TimeWarner Careers
		10330492	Applicant	Website - TimeWarner Careers
		10355213	Applicant	Website - TimeWarner Careers
		10672450	Applicant	Website - TimeWarner Careers
		10742008	Applicant	Website - TimeWarner Careers
		10743387	Applicant	Website - TimeWarner Careers
		10743451	Applicant	Website - TimeWarner Careers
		10744059	Applicant	Website - TimeWarner Careers
		10744218	Applicant	Website - TimeWarner Careers
		10744442	Applicant	Website - TimeWarner Careers
		10744577	Applicant	Website - TimeWarner Careers
		10745072	Applicant	Website - TimeWarner Careers
		10745326	Applicant	Website - TimeWarner Careers
		10747068	Applicant	Website - TimeWarner Careers
		10749330	Applicant	Website - TimeWarner Careers
		10750442	Applicant	Website - TimeWarner Careers
		10750811	Applicant	Website - TimeWarner Careers
		10751539	Applicant	Website - TimeWarner Careers
		10757486	Applicant	Website - TimeWarner Careers
		10759150	Applicant	Website - TimeWarner Careers
		10759152	Applicant	Website - TimeWarner Careers
		10761011	Applicant	Website - TimeWarner Careers
		10764323	Applicant	Website - TimeWarner Careers
		10764712	Hired	Website - TimeWarner Careers
		10767961	Applicant	Website - TimeWarner Careers
		10768520	Applicant	Website - TimeWarner Careers
		10769708	Applicant	Website - TimeWarner Careers
		10770779	Applicant	Website - TimeWarner Careers
		10771178	Applicant	Website - TimeWarner Careers
		10772970	Applicant	Website - TimeWarner Careers
		10772437	Applicant	Website - TimeWarner Careers
		10775421	Applicant	Website - TimeWarner Careers
		10775608	Applicant	Website - TimeWarner Careers
		10776721	Applicant	Website - TimeWarner Careers
		10778013	Applicant	Website - TimeWarner Careers
		10778414	Applicant	Website - TimeWarner Careers

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Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
107089BR	Rep, Customer Care	10778461	Applicant	Website - TimeWarner Careers
		10778536	Applicant	Website - TimeWarner Careers
		10778766	Applicant	Website - TimeWarner Careers
		10780108	Applicant	Website - TimeWarner Careers
		10793236	Applicant	Website - TimeWarner Careers
		10793576	Applicant	Website - TimeWarner Careers
		10795540	Applicant	Website - TimeWarner Careers
		10795724	Applicant	Website - TimeWarner Careers
		10796996	Applicant	Website - TimeWarner Careers
		10804204	Applicant	Website - TimeWarner Careers
		10807973	Applicant	Website - TimeWarner Careers
		10813915	Applicant	Website - TimeWarner Careers
		10819490	Applicant	Website - TimeWarner Careers
		10820095	Applicant	Website - TimeWarner Careers
		10823513	Applicant	Website - TimeWarner Careers
		10828049	Applicant	Website - TimeWarner Careers
		10847407	Applicant	Website - TimeWarner Careers
		10847563	Applicant	Website - TimeWarner Careers
		10847650	Applicant	Website - TimeWarner Careers
		10848131	Applicant	Website - TimeWarner Careers
		10848515	Applicant	Website - TimeWarner Careers
		10853668	Applicant	Website - TimeWarner Careers
		10854297	Applicant	Website - TimeWarner Careers
		10857369	Applicant	Website - TimeWarner Careers
		10858914	Applicant	Website - TimeWarner Careers
		10859095	Applicant	Website - TimeWarner Careers
		10859319	Applicant	Website - TimeWarner Careers
		10861174	Applicant	Website - TimeWarner Careers
		10863211	Applicant	Internet - Indeed
		10864806	Applicant	Website - TimeWarner Careers
		10871653	Applicant	Internet - Indeed
		10874469	Applicant	Internet - Indeed
		10875542	Applicant	Website - TimeWarner Careers
		10876122	Applicant	Website - TimeWarner Careers
		10878349	Applicant	Internet - Indeed
		10879407	Applicant	Internet - Indeed
		10880283	Applicant	Internet - Indeed
		10881880	Interviewed	Website - TimeWarner Careers
		10884623	Applicant	Website - TimeWarner Careers
		10891448	Applicant	Internet - Indeed
		10892757	Applicant	Website - TimeWarner Careers
		10911946	Applicant	Website - TimeWarner Careers
		10913051	Applicant	Website - TimeWarner Careers
		10913369	Applicant	Website - TimeWarner Careers
		10913918	Applicant	Website - TimeWarner Careers

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Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
107089BR	Rep, Customer Care	10919628	Applicant	Internet - Indeed
		10929205	Applicant	Website - TimeWarner Careers
		10931301	Applicant	Website - TimeWarner Careers
		10933863	Applicant	Website - TimeWarner Careers
		7841658	Applicant	Website - TimeWarner Careers
		7914891	Applicant	Website - TimeWarner Careers
		8547323	Applicant	Website - TimeWarner Careers
		8756362	Applicant	Website - TimeWarner Careers
		9824753	Applicant	Website - TimeWarner Careers
		9165432	Applicant	Website - TimeWarner Careers
		9368585	Applicant	Website - TimeWarner Careers
		9558760	Applicant	Website - TimeWarner Careers
		9616520	Applicant	Website - TimeWarner Careers
		9930332	Applicant	Website - TimeWarner Careers
		<b>Total</b>	<b>95</b>	
107267BR	Tech 2, Installation	10590235	Applicant	Website - TimeWarner Careers
		10672450	Hired	Referral - TW Cable Employee Referral
		10715230	Interviewed	Website - TimeWarner Careers
		10764920	Interviewed	Website - TimeWarner Careers
		9497752	Applicant	Website - TimeWarner Careers
		9728840	Applicant	Website - TimeWarner Careers
		<b>Total</b>	<b>6</b>	
110357BR	Tech 2, Installation	10191722	Applicant	Website - TimeWarner Careers
		10408214	Applicant	Website - TimeWarner Careers
		10493496	Interviewed	Internet - Indeed
		10514159	Applicant	Website - TimeWarner Careers
		10546454	Hired	Referral - TW Cable Employee Referral
		10623412	Applicant	Website - TimeWarner Careers
		10767012	Applicant	Website - TimeWarner Careers
		10884647	Applicant	Website - TimeWarner Careers
		10909701	Applicant	Website - TimeWarner Careers
		11002621	Applicant	Website - TimeWarner Careers
		11014228	Applicant	Website - TimeWarner Careers
		11022408	Applicant	Internet - Indeed
		11025249	Applicant	Website - TimeWarner Careers
		11025853	Applicant	Internet - Indeed
		11028860	Applicant	Internet - Indeed
		11031193	Applicant	Website - TimeWarner Careers
		11032702	Applicant	Website - TimeWarner Careers
		11037477	Applicant	Website - TimeWarner Careers
		11040401	Applicant	Internet - Indeed
		11048241	Applicant	Website - TimeWarner Careers

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Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
110357BR	Tech 2, Installation	11048539	Applicant	Website - TimeWarner Careers
		11080311	Applicant	Website - TimeWarner Careers
		11058476	Applicant	Website - TimeWarner Careers
		11059675	Applicant	Website - TimeWarner Careers
		11060352	Applicant	Website - TimeWarner Careers
		11063027	Applicant	Website - TimeWarner Careers
		11063818	Applicant	Website - TimeWarner Careers
		11064919	Applicant	Website - TimeWarner Careers
		11066253	Applicant	Website - TimeWarner Careers
		11069167	Applicant	Website - TimeWarner Careers
		11069515	Applicant	Website - TimeWarner Careers
		11069723	Applicant	Website - TimeWarner Careers
		11071673	Applicant	Website - TimeWarner Careers
		11073000	Applicant	Website - TimeWarner Careers
		11074224	Applicant	Website - TimeWarner Careers
		11074591	Applicant	Website - TimeWarner Careers
		11076008	Applicant	Website - TimeWarner Careers
		11077112	Applicant	Website - TimeWarner Careers
		11078193	Applicant	Website - TimeWarner Careers
		11082636	Applicant	Website - TimeWarner Careers
		11082980	Applicant	Website - TimeWarner Careers
		11087161	Applicant	Website - TimeWarner Careers
		11088349	Applicant	Internet - Indeed
		11089508	Applicant	Internet - Indeed
		11091542	Applicant	Internet - Indeed
		11092632	Applicant	Website - TimeWarner Careers
		11096144	Applicant	Website - TimeWarner Careers
		11112431	Applicant	Website - TimeWarner Careers
		11112996	Applicant	Website - TimeWarner Careers
		11114462	Applicant	Internet - Indeed
		11116286	Applicant	Website - TimeWarner Careers
		6887622	Applicant	Website - TimeWarner Careers
		9257654	Applicant	Website - TimeWarner Careers
		9479752	Applicant	Website - TimeWarner Careers
		9781688	Applicant	Website - TimeWarner Careers
		9812104	Applicant	Website - TimeWarner Careers
		9944613	Applicant	Website - TimeWarner Careers
		9986286	Applicant	Website - TimeWarner Careers
		<b>Total</b>	<b>60</b>	
110706BR	Tech 2, Installation	10546454	Interviewed	Website - TimeWarner Careers
		10744312	Interviewed	Website - TimeWarner Careers
		10858492	Applicant	Website - TimeWarner Careers
		11003755	Interviewed	Website - TimeWarner Careers

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110706R	Tech 2, Installation	1100724	Interviewed	Website - TimeWarner Careers
		11049588	Applicant	Website - TimeWarner Careers
		11050619	Hired	Website - TimeWarner Careers
		11053432	Applicant	Website - TimeWarner Careers
		11053929	Applicant	Website - TimeWarner Careers
		9781688	Applicant	Website - TimeWarner Careers
		<b>Total</b>	<b>10</b>	
		<b>0078 Total</b>	<b>176</b>	