

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 - 20090928AEQ

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 # 5695

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
 COFEE, AL

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 Enterprise, AL #5695

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.

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 Enterprise system utilized their local information channel to advertise open positions in order to reach potential candidates that may not be able to access the online career site. All positions appearing on the crawl include the message "TWC, an equal opportunity employer supporting a drug free workplace. We are committed to working with minority and female owned and operated businesses. M/F/D/V."

**ENTERPRISE, AL #5695
RECRUITMENT SOURCES LISTING as of 6/30/09**

Organization	Address	Phone Number	Contact
Club Yeseepoch	P.O. Box 310425, Enterprise, AL 36331		Mary Merritt
Alabama Career Center System-Enterprise	2021 Boll Weevil Circle, Enterprise, AL 36330	(334) 393-0958 Fax	Office Manager
Dothan Career Center	787 Ross Clark Circle, Dothan, AL 3630	(334) 793-6706	Office Manager
State of Alabama Employment Office	1141 Wallace Dr, Dothan, AL 36302		Office Manager
Wallace Community College	c/o Wallace Community College, Dothan, AL 36302	(334) 983-3521	John Waters
Zeta Phi Beta	P.O. Box 782, Dothan, AL 36302	(334) 793-3108	Frances Merritt
Southern Christian Leadership Conference	P.O. Box 457, Dothan, AL 36302	(334) 793-6722	Pearlean Jackson
Bi-Racial Study Club	203 Beacon Rd, Dothan, AL 36301	(334) 793-1532	Dr. Jimmy McCray
Army Career and Alumni Program	Bldg 6801-B, Fort Rucker, AL 36362	(334) 255-6237	Ed Brown
Radio Zona	P.O. Box 421, New Brockton, AL 36351	(334) 897-2217	Myra Apona
Enterprise-Ozark Community College	600 Plaza Dr, PO Box 1300, Enterprise, AL 36330		Betty Cully
Enterprise City Councilman**	1100 Coppinsville Rd, Enterprise, AL 36330	(334) 347-2623 x2297	William E Cooper

**Mr. Cooper distributes our openings to all minority churches and organizations in Enterprise and then sends us a list of the places.

PeopleSoft
 FCC SOURCE EVALUATION REPORT

Page No. 1
 Run Date 08/27/2009
 Run Time 12:32:35

Report ID: TWIHR83N
 FCC Source Evaluation Report
 FCC Unit: 5695 - Enterprise
 County: Coffee
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Internet - DirectEmployers	3	1	0
Internet - DiversityInc.com	3	3	0
Internet - Indeed	4	3	0
Website - TimeWarner Careers	140	34	5
5695 Totals	150	41	5

PeopleSoft
FCC SOURCING REPORT

Report ID: TWHR83N
FCC Sourcing Report
FCC Unit: 5695 - Enterprise
County: Coffee
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
103341BR	Tech 2, Installation	Website - TimeWarner Careers	6	2
		Internet - DiversityInc.com	1	0
		Total	7	2
107936BR	Tech 2, Installation	Website - TimeWarner Careers	13	1
		Internet - DiversityInc.com	1	0
		Total	14	1
110049BR	Tech 2, Installation	Website - TimeWarner Careers	14	1
		Internet - Indeed	3	0
		Internet - DiversityInc.com	1	0
		Total	18	1
95758BR	Mgr, Business	Website - TimeWarner Careers	1	1
		Internet - DirectEmployers	1	0
		Total	2	1
		5695 Totals	41	5

PeopleSoft
FCC SOURCING DETAIL REPORT

Report ID: TWIHR84N
FCC Sourcing Detail Report
FCC Unit: 5695 - Enterprise
County: Coffee
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
103341BR	Tech 2, Installation	10098977	Applicant	Website - TimeWarner Careers
		10257132	Interviewed	Website - TimeWarner Careers
		10306087	Interviewed	Internet - DiversiTyInc.com
		10493496	Hired	Website - TimeWarner Careers
		10513814	Hired	Website - TimeWarner Careers
		10557064	Interviewed	Website - TimeWarner Careers
		10574741	Interviewed	Website - TimeWarner Careers
		10590925	Applicant	Website - TimeWarner Careers
		10593489	Interviewed	Website - TimeWarner Careers
		10597842	Applicant	Website - TimeWarner Careers
		10608182	Applicant	Website - TimeWarner Careers
		6887622	Applicant	Website - TimeWarner Careers
		8738434	Applicant	Website - TimeWarner Careers
	Total		13	
107936BR	Tech 2, Installation	10069863	Applicant	Website - TimeWarner Careers
		10204171	Applicant	Website - TimeWarner Careers
		10260696	Applicant	Website - TimeWarner Careers
		10306087	Interviewed	Internet - DiversiTyInc.com
		10385231	Applicant	Website - TimeWarner Careers
		10513668	Applicant	Website - TimeWarner Careers
		10593489	Interviewed	Website - TimeWarner Careers
		10623412	Applicant	Website - TimeWarner Careers
		10699352	Applicant	Website - TimeWarner Careers
		10786512	Interviewed	Website - TimeWarner Careers
		10811470	Applicant	Website - TimeWarner Careers
		10812788	Interviewed	Website - TimeWarner Careers
		10814642	Interviewed	Website - TimeWarner Careers
		10817444	Applicant	Website - TimeWarner Careers
		10828737	Applicant	Website - TimeWarner Careers
		10832217	Applicant	Website - TimeWarner Careers
		10834538	Applicant	Website - TimeWarner Careers
		10836009	Interviewed	Website - TimeWarner Careers
		10838030	Interviewed	Website - TimeWarner Careers
		10852322	Interviewed	Website - TimeWarner Careers
		10855097	Interviewed	Website - TimeWarner Careers
		10857845	Applicant	Website - TimeWarner Careers
		10858084	Interviewed	Website - TimeWarner Careers
		10869648	Applicant	Website - TimeWarner Careers
		10876495	Applicant	Website - TimeWarner Careers
		10883496	Interviewed	Website - TimeWarner Careers
		10885753	Hired	Website - TimeWarner Careers
		10911608	Applicant	Website - TimeWarner Careers
		10916384	Applicant	Website - TimeWarner Careers
		10922321	Applicant	Website - TimeWarner Careers

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Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
107936BR	Tech 2, Installation	10922384	Applicant	Website - TimeWarner Careers
		6887622	Interviewed	Website - TimeWarner Careers
		9672383	Interviewed	Website - TimeWarner Careers
	Total		3	
110049BR	Tech 2, Installation	10306087	Interviewed	Internet - DiversityInc.com
		10593489	Interviewed	Website - TimeWarner Careers
		10786512	Interviewed	Website - TimeWarner Careers
		10812788	Interviewed	Website - TimeWarner Careers
		10814642	Interviewed	Website - TimeWarner Careers
		10838030	Interviewed	Website - TimeWarner Careers
		10852322	Interviewed	Website - TimeWarner Careers
		10855097	Hired	Website - TimeWarner Careers
		10858084	Interviewed	Website - TimeWarner Careers
		10860412	Applicant	Website - TimeWarner Careers
		10883496	Interviewed	Internet - Indeed
		10984380	Interviewed	Website - TimeWarner Careers
		10984417	Interviewed	Website - TimeWarner Careers
		10991942	Interviewed	Internet - Indeed
		10995914	Interviewed	Website - TimeWarner Careers
		10999240	Applicant	Website - TimeWarner Careers
		11000793	Applicant	Internet - Indeed
		11002621	Interviewed	Internet - Indeed
		11003516	Applicant	Website - TimeWarner Careers
		11007244	Interviewed	Website - TimeWarner Careers
		11014228	Applicant	Website - TimeWarner Careers
		11019797	Applicant	Website - TimeWarner Careers
		6887622	Interviewed	Website - TimeWarner Careers
		9672383	Interviewed	Website - TimeWarner Careers
	Total		24	
95758BR	Mgr, Business	10035960	Applicant	Website - TimeWarner Careers
		10099647	Applicant	Website - TimeWarner Careers
		10180606	Applicant	Website - TimeWarner Careers
		10180875	Applicant	Website - TimeWarner Careers
		10181250	Applicant	Website - TimeWarner Careers
		10183797	Applicant	Website - TimeWarner Careers
		10188339	Applicant	Website - TimeWarner Careers
		10191664	Applicant	Website - TimeWarner Careers
		10200667	Applicant	Website - TimeWarner Careers
		10204070	Applicant	Website - TimeWarner Careers
		10218649	Applicant	Internet - DirectEmployers
		10224838	Applicant	Website - TimeWarner Careers
10226632	Applicant	Website - TimeWarner Careers		
10227773	Applicant	Website - TimeWarner Careers		

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Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
95758BR	Mgr, Business	10229915	Applicant	Website - TimeWarner Careers
		10244893	Applicant	Website - TimeWarner Careers
		10266405	Applicant	Website - TimeWarner Careers
		10318918	Applicant	Website - TimeWarner Careers
		10347940	Applicant	Internet - DirectEmployers
		10348903	Applicant	Website - TimeWarner Careers
		10349416	Interviewed	Internet - DirectEmployers
		10416286	Applicant	Website - TimeWarner Careers
		10436451	Applicant	Website - TimeWarner Careers
		10513814	Applicant	Website - TimeWarner Careers
		10532253	Applicant	Website - TimeWarner Careers
		10538520	Applicant	Website - TimeWarner Careers
		10538617	Applicant	Website - TimeWarner Careers
		10546751	Applicant	Website - TimeWarner Careers
		10550057	Applicant	Website - TimeWarner Careers
		10552660	Applicant	Website - TimeWarner Careers
		10553041	Applicant	Website - TimeWarner Careers
		10553558	Hired	Website - TimeWarner Careers
		10557650	Applicant	Website - TimeWarner Careers
		10558218	Applicant	Website - TimeWarner Careers
		10568610	Applicant	Website - TimeWarner Careers
		10572875	Applicant	Website - TimeWarner Careers
		10587101	Applicant	Website - TimeWarner Careers
		10591384	Applicant	Website - TimeWarner Careers
		10593876	Applicant	Website - TimeWarner Careers
		10594440	Applicant	Website - TimeWarner Careers
		10595560	Applicant	Website - TimeWarner Careers
		10607051	Applicant	Website - TimeWarner Careers
		10608489	Applicant	Website - TimeWarner Careers
		10614315	Applicant	Website - TimeWarner Careers
		10625331	Applicant	Website - TimeWarner Careers
		10639852	Applicant	Website - TimeWarner Careers
		10641714	Applicant	Website - TimeWarner Careers
		10658993	Applicant	Website - TimeWarner Careers
		10689903	Applicant	Website - TimeWarner Careers
		10761911	Applicant	Website - TimeWarner Careers
		10767681	Applicant	Website - TimeWarner Careers
		10770908	Applicant	Website - TimeWarner Careers
		1075824	Applicant	Website - TimeWarner Careers
		10780620	Applicant	Website - TimeWarner Careers
		10798552	Applicant	Website - TimeWarner Careers
		10818614	Applicant	Website - TimeWarner Careers
		10820895	Applicant	Website - TimeWarner Careers
		10826316	Applicant	Website - TimeWarner Careers
		4235942	Applicant	Website - TimeWarner Careers

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Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
95758ER	Mgr, Business	5353819	Applicant	Website - TimeWarner Careers
		5692187	Applicant	Website - TimeWarner Careers
		5824246	Applicant	Website - TimeWarner Careers
		5840720	Applicant	Website - TimeWarner Careers
		6063711	Applicant	Website - TimeWarner Careers
		6728857	Applicant	Website - TimeWarner Careers
		7063642	Applicant	Website - TimeWarner Careers
		7256686	Applicant	Website - TimeWarner Careers
		7501416	Applicant	Website - TimeWarner Careers
		7581107	Applicant	Website - TimeWarner Careers
		7968615	Applicant	Website - TimeWarner Careers
		8471153	Applicant	Website - TimeWarner Careers
		8678444	Applicant	Website - TimeWarner Careers
		8896801	Applicant	Website - TimeWarner Careers
		9078857	Applicant	Website - TimeWarner Careers
		9166863	Applicant	Website - TimeWarner Careers
		9228975	Applicant	Website - TimeWarner Careers
		9861946	Applicant	Website - TimeWarner Careers
		9886753	Applicant	Website - TimeWarner Careers
		9961690	Applicant	Website - TimeWarner Careers
		9996067	Applicant	Website - TimeWarner Careers
		Total	80	
		5695 Total	150	