

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. - 20080924ABI

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 # 0841

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
 JEFFERSON, NY

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) 07/01/2008 - 07/14/2008

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 [Exhibit 1] any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MYPD 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	
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	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	9-11-2008	Title	Division President
Date	<i>M. C. May</i>	Name of Respondent	KISHA WILKERSON
Telephone No. (include area code)		7047313100	

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

2008 Supplemental Recruitment Efforts, CFR § 76.75 (b) (2)
Time Warner Cable, Central New York Division
FCC Unit: 0841 – Watertown

Supplemental Recruitment Initiative #8, Establishment of training programs designed to enable unit personnel to acquire skills to qualify them for higher-level positions.

Time Warner Cable's Foundations of Leadership program provides an eight-month course conducted under the direction of the Division's Sr. Director of training in partnership with Syracuse University. This program is designed to develop comprehensive leadership competencies by focusing on the four roles that leaders play: Strategist, Facilitator, Change Agent, and Navigator. Using a problem-solving approach highly relevant to our workplace, the program prepares participants for becoming effective leaders in our organization. From FCC Unit #0841, one Technical Supervisor attended the 2007-2008 course as part of a Division-wide group of twenty-four including seven females and four minority participants. This program runs annually from October through March and we expect to enroll all supervisors and managers into the class in order to provide them with the leadership training necessary to advance in their careers.

Supplemental Recruitment Initiative #2, Hosting at least one job fair.

A Time Warner Cable Job Fair was held November 7, 2007 at its Watertown location. Human Resources staff and hiring managers were on hand to meet with applicants and review resumes for Installer/Technician positions. Four applicants were hired from this well attended event including one minority male.

TIME WARNER CABLE
Recruitment Sources
Watertown – FCC Unit #0841

Time Warner Cable is proud to have diversity in our recruitment approach. In the Watertown area we actively recruit our applicant base through Internet resources, print advertising, television, radio, educational venues and non-traditional sources. We are committed to providing equal opportunities for employment and advancement to qualified individuals without regard to race, color, sex, national origin, religion, age, sexual orientation, disability or status as a disabled or Vietnam-era veteran. As part of this commitment, Time Warner Cable is in full compliance with the Equal Employment Opportunity (EEO) rules of the Federal Communications Commission (FCC) that require posting of certain recruitment, hiring, and reporting information. The table below details our recruitment sources.

Organizations & Agencies:

Ms. Lynn Bartetels
Employment Readiness Program
10720 Mt. Belvedere Blvd.
Fort Drum, NY 13602
315-772-9611
315-772-3073 fax

Ms. Alice Draper
NYS Dept. of Labor
The Workplace
1222 Coffeen St.
Watertown, NY 13601
315-782-9252
315-782-2073 fax

Internet Sources:

timewarner.com/careers
monster.com
careerbuilder.com
hotjobs.com
syracuse.com
newsjunky.com
Internal – Time Warner Cable Employees First
<https://at-twc.twcable.com>

Contact for all above web postings:
Time Warner Cable
Syracuse Division
Human Resources Department
P.O. Box 4733
Syracuse, New York 13221

Print Advertising:

Watertown Daily Times
250 Washington St.
Watertown, NY 13601
315-782-0400

Mr. Daniel Andrews
Jefferson County Dept of Employment & Training
1222 Coffeen St.
Watertown, NY 13601
315-782-9252
315-782-2073 fax

Ms. Lorrie Guler
Army Career & Alumni Program
10720 Mt. Belvedere Blvd.
Fort Drum, NY 13602
315-772-3284
315-772-3443 fax

Educational Venues:

Ms. Pamela Thomas
Jefferson Lewis BOCES
20104 NYS Route 3
Watertown, NY 13601
315-779-7200
315-779-7209 fax

Ms. Michele Gefell
Jefferson Community College
Career and Counseling Center
1220 Coffeen St.
Watertown, NY 13601
315-786-2269 x 2271
315-786-2471 fax

Internship Program:

Time Warner Cable, CNY Division
S.T.A.R.S. Internship Program

Media:

Mark Favert
Channel 44
340 East Blvd.
Watertown, NY 13601
315-486-4896

Time Warner Cable Contact Information:

Time Warner Cable
Syracuse Division
Human Resources Department
P.O. Box 4733
Syracuse, New York 13221

Vacancy Report - FCC Unit #0841

07/01/07 - 06/30/08

SetID	FCC Unit	FCC# Descr	Descr	Vacancies
DB59A	0841	Watertown	Tech, Installation	13
DB59A	0841	Watertown	Warehouse Person	1

TWC EEO Source Evaluation From 7/1/2007 To 6/30/2008
For Full Time, External Positions Only

Syracuse - DB59A

FCC Unit: 0841

	Number of Applicants	Number of Interviewees	Number of Offers Accepted
Ad - General			1
Ad - Through a print, radio, or TV advertisement	10	8	3
College - Through campus recruiting, career fair, or alumni services	1	1	
Internet - DirectEmployers	3	2	
Internet - Indeed	2	1	
Job Fair - At a job fair or other recruiting event	3	2	1
NONE	2	2	1
Professional Referral - Referred by a professional colleague	1	1	1
Referral - Referred by a Time Warner employee	5	5	1
Website - TimeWarner Careers	46	44	6
FCC Unit Total:	73	66	14

**From 7/1/2007 To 6/30/2008
For Full Time, External Positions
Only**

Syracuse - DB59A

FCC Unit: 0841

Candidate Id	Requisition Id	Date of Offer	Job Title	Referral Type
9323513	77062BR	10/23/2007	Tech, Installation	Website - TimeWarner Careers
9477107	82806BR	1/16/2008	Tech, Installation	Referral - Referred by a Time Warner employee
9549483	98953BR	6/25/2008	Tech, Installation	Website - TimeWarner Careers
9569565	77909BR	1/15/2008	Warehouse Person	Website - TimeWarner Careers
9575507	82806BR	1/16/2008	Tech, Installation	Ad - Through a print, radio, or TV advertisement
9729482	82806BR	1/16/2008	Tech, Installation	Ad - Through a print, radio, or TV advertisement
9855188	84532BR	3/31/2008	Tech, Installation	Website - TimeWarner Careers
9864251	98953BR	6/25/2008	Tech, Installation	Website - TimeWarner Careers
9880523	98953BR	6/25/2008	Tech, Installation	Website - TimeWarner Careers
9888255	84532BR	3/31/2008	Tech, Installation	Ad - Through a print, radio, or TV advertisement
9894134	82806BR	1/16/2008	Tech, Installation	Job Fair - At a job fair or other recruiting event
9941022	98953BR	6/26/2008	Tech, Installation	Ad - Through a print, radio, or TV advertisement
10029200	98953BR	6/25/2008	Tech, Installation	Professional Referral - Referred by a professional colleague
10560376	77062BR	7/16/2007	Tech, Installation	Ad - General

**Source Evaluation - Interviewed
From 7/1/2007 To 6/30/2008
For Full Time, External**

Syracuse - DB59A

FCC Unit: 0841

Candidate Id	Requisition Id	Date of Interview	Job Title	Referral Type
5730254	77909BR	1/15/2008	Warehouse Person	Website - TimeWarner Careers
5758864	84532BR	3/31/2008	Tech, Installation	Website - TimeWarner Careers
5959981	98953BR	6/26/2008	Tech, Installation	Internet - DirectEmployers
6522445	84532BR	3/31/2008	Tech, Installation	Website - TimeWarner Careers
6958692	82806BR	1/16/2008	Tech, Installation	Website - TimeWarner Careers
7003220	84532BR	3/31/2008	Tech, Installation	Website - TimeWarner Careers
7300061	82806BR	1/16/2008	Tech, Installation	Website - TimeWarner Careers
8126624	82806BR	1/16/2008	Tech, Installation	Website - TimeWarner Careers
8160127	82806BR	1/16/2008	Tech, Installation	Website - TimeWarner Careers
8175408	82806BR	1/16/2008	Tech, Installation	Internet - DirectEmployers
8333213	82806BR	1/16/2008	Tech, Installation	Website - TimeWarner Careers
8656356	77909BR	1/15/2008	Warehouse Person	Website - TimeWarner Careers
8846692	82806BR	1/16/2008	Tech, Installation	Website - TimeWarner Careers
8893253	77909BR	1/15/2008	Warehouse Person	Website - TimeWarner Careers
8894772	77909BR	1/15/2008	Warehouse Person	Referral - Referred by a Time Warner employee
9071796	84532BR	3/31/2008	Tech, Installation	Website - TimeWarner Careers
9075014	84532BR	3/31/2008	Tech, Installation	Website - TimeWarner Careers
9075437	82806BR	1/16/2008	Tech, Installation	Website - TimeWarner Careers
9184208	82806BR	1/16/2008	Tech, Installation	Website - TimeWarner Careers
9318984	77909BR	1/15/2008	Warehouse Person	Website - TimeWarner Careers
9318984	82806BR	1/16/2008	Tech, Installation	Website - TimeWarner Careers
9318984	84532BR	3/31/2008	Tech, Installation	Website - TimeWarner Careers
9323513	77062BR	10/23/2007	Tech, Installation	Website - TimeWarner Careers
9438184	82806BR	1/16/2008	Tech, Installation	Website - TimeWarner Careers
9474954	82806BR	1/16/2008	Tech, Installation	Website - TimeWarner Careers
9474954	84532BR	3/31/2008	Tech, Installation	Website - TimeWarner Careers
9477107	82806BR	1/16/2008	Tech, Installation	Referral - Referred by a Time Warner employee
9545463	82806BR	1/16/2008	Tech, Installation	Website - TimeWarner Careers
9549483	84532BR	4/2/2008	Tech, Installation	Website - TimeWarner Careers
9549483	98953BR	6/25/2008	Tech, Installation	Website - TimeWarner Careers

7551063	82806BR	1/16/2008	Tech, Installation	Website - TimeWarner Careers
9551063	84532BR	3/31/2008	Tech, Installation	Website - TimeWarner Careers
9557738	82806BR	1/16/2008	Tech, Installation	Internet - Indeed
9567102	82806BR	1/16/2008	Tech, Installation	Website - TimeWarner Careers
9569565	77909BR	1/15/2008	Warehouse Person	Website - TimeWarner Careers
9575507	82806BR	1/16/2008	Tech, Installation	Ad-Through a print, radio, or TV advertisement
9722654	84532BR	3/31/2008	Tech, Installation	Referral - Referred by a Time Warner employee
9729482	82806BR	1/16/2008	Tech, Installation	Ad - Through a print, radio, or TV advertisement
9731952	84532BR	3/31/2008	Tech, Installation	Website - TimeWarner Careers
9742243	82806BR	1/16/2008	Tech, Installation	Website - TimeWarner Careers
9855188	84532BR	3/31/2008	Tech, Installation	Website - TimeWarner Careers
9858921	82806BR	1/16/2008	Tech, Installation	Ad - Through a print, radio, or TV advertisement
9864251	84532BR	4/2/2008	Tech, Installation	Website - TimeWarner Careers
9864251	98953BR	6/25/2008	Tech, Installation	Website - TimeWarner Careers
9872234	84532BR	3/31/2008	Tech, Installation	Ad - Through a print, radio, or TV advertisement
9879198	82806BR	1/16/2008	Tech, Installation	Website - TimeWarner Careers
9879198	84532BR	3/31/2008	Tech, Installation	Website - TimeWarner Careers
9879935	84532BR	3/31/2008	Tech, Installation	College - Through campus recruiting, career fair, or alumni services
9879965	84532BR	3/31/2008	Tech, Installation	Job Fair - At a job fair or other recruiting event
9880523	98953BR	6/25/2008	Tech, Installation	Website - TimeWarner Careers
9881963	84532BR	3/31/2008	Tech, Installation	Website - TimeWarner Careers
9887381	84532BR	3/31/2008	Tech, Installation	Ad - Through a print, radio, or TV advertisement
9888255	84532BR	3/31/2008	Tech, Installation	Ad - Through a print, radio, or TV advertisement
9894054	84532BR	3/31/2008	Tech, Installation	Ad - Through a print, radio, or TV advertisement
9894134	82806BR	1/16/2008	Tech, Installation	Job Fair - At a job fair or other recruiting event
9907234	84532BR	3/31/2008	Tech, Installation	Referral - Referred by a Time Warner employee
9941022	98953BR	6/26/2008	Tech, Installation	Ad - Through a print, radio, or TV advertisement
10001570	84532BR	3/31/2008	Tech, Installation	Referral - Referred by a Time Warner employee
10028344	84532BR	3/31/2008	Tech, Installation	Website - TimeWarner Careers
10029200	98953BR	6/25/2008	Tech, Installation	Professional Referral - Referred by a professional colleague
10029553	84532BR	3/31/2008	Tech, Installation	Ad - Through a print, radio, or TV advertisement
10032686	84532BR	3/31/2008	Tech, Installation	Website - TimeWarner Careers
10126061	98953BR	6/26/2008	Tech, Installation	Website - TimeWarner Careers
10274963	84532BR	4/2/2008	Tech, Installation	Website - TimeWarner Careers
10296058	98953BR	6/26/2008	Tech, Installation	Website - TimeWarner Careers
10304731	98953BR	6/26/2008	Tech, Installation	Website - Internet Opportunities