

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. - 20080924ACD

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 # 1056		
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 OSTEGO, NY		
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) 07/01/2008 - 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 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	
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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: 1056 – Oneonta

Supplemental Recruitment Initiative #14, Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Time Warner Cable, Central New York Division provides Respect in the Workplace training to all Division employees, facilitated by the Division's Human Resources Manager and Human Resources Generalist. This training examines the impact of a respectful work environment on teamwork, initiative, integrity, and diversity. Through a series of video vignettes and interactive group discussions, participants learn to identify, demonstrate, and maintain a positive, productive, and inclusive work environment, free from harassment and discrimination. As a result of this course, employees are able to define discrimination and harassment, recognize the different types of discrimination and harassment, state their responsibility for preventing discrimination and harassment and know the process for reporting complaints. In classes conducted during the 2007-2008 reporting period, twenty-one employees from FCC Unit #1056 completed the training, including a Customer Service Manager.

Supplemental Recruitment Initiative #9, Establishment of mentoring programs for unit personnel.

The Central New York Division's Technical Peer Trainer Program, administered by the Division's Sr. Director of Training, creates a standardized and well-defined On-The-Job Training (OJT) experience, while supplementing classroom training. The program provides installation and troubleshooting OJT for new and existing employees for Cable, Digital Phones, HSD and New Products and Services to help support and encourage success. In addition, the role of peer trainer provides a career development opportunity for Technicians as they learn and utilize teaching, teambuilding, and leadership skills for future promotion into higher level positions. In FCC Unit #1056 there are three Peer Trainers, two are Technician II, Level II technicians and one is a Headend Technician.

TIME WARNER CABLE
Recruitment Sources
Oneonta - FCC Unit #1056

Time Warner Cable is proud to have diversity in our recruitment approach. In the Oneonta 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:

Mr. Dave Escher
NYS Dept. of Labor-Veterans Affairs
12 Dietz St.
Oneonta, NY 13820
607-432-4800

Ms. Maggie Gilbert
CDO Workforce
21 Liberty St.
Sidney, NY 13838
607-561-7550
607-563-9612 fax

Ms. Lace-Ann Porter
Chenango Co. Dept of Social Services
PO Box 590
County Office Bldg.
Norwich, NY 13815
607-337-1589
607-334-8768 fax

Mr. Jim Kelly
New York State Jobs Program
Chenango County DSS
5 Court Street
Norwich, NY 13815
607-337-1539
607-334-8768 fax

Ms. Jo Ann Wormuth
DCMO BOCES
6678 County Road 32
Norwich, NY 13815
607-335-1200
607-334-9848 fax

Ms. Jenifer DelRio
CDO Workforce
Career Center
21 Liberty St.
Sidney, NY 13938
607-561-7550
607-563-9612 fax

Mr. Gary Waffle
CDO Workforce
Career Center
1 O'Hara Dr.
Norwich, NY 13815
607-334-2201
607-334-6540 fax

Mr. Alan Sessions
NYS Dept. of Labor
12 Dietz St.
Oneonta, NY 13820
607-432-4800 x103
607-432-8130 fax

Mr. Rob Robinson
The Otsego County Chamber
189 Main St, Suite 201
Oneonta, NY 13820
607-432-4500
607-432-4506 fax

Ms. Suzanne Marsico
Delaware County
Dept. of Social Services
111 Main St.
Delhi, NY 13753
607-746-2325
607-746-6290 fax

Ms. June White
Afton Consortium of Schools
29 Academy St.
PO Box 5
Afton, NY 13730
607-639-8220

Ms. Tammy Carnrike
Chenango County Chamber
19 Eaton Ave.
Norwich, NY 13815
607-334-1400
607-336-6963 fax

Mr. Tom Pritchard
Otsego County Office of Employment & Training
12 Dietz St.
Oneonta, NY 13820
607-432-4800
607-432-8130 fax

Mr. William Baist
Delaware Opportunities, Inc.
47 Main St.
Delhi, NY 13753
607-746-6278

Ms. Krystine Hilton
Oneonta TeleCenter
254 Main St.
Oneonta, NY 13820
607-431-6000

Internet Sources:

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

Contact for all above web postings:
Time Warner Cable
CNY Division
Human Resources Department
P.O. Box 4733
Syracuse, New York 13221
315-634-6304

Internship Program:

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

Mr. Mark Sky-Shewsberry
Catskill Center for Independence
PO Box 1247
Oneonta, NY 13820
607-432-8000
607-432-6907 fax

Ms. Debra Sanderson
Chenango County Office of the Aging
5 Court Street
Norwich, NY 13815
607-337-1456

Ms. Mary Beth Silano
Delaware County Chamber
114 Main St.
Delhi, NY 13753
607-746-2281
607-746-3571 fax

Mr. Ben Cary
Opportunities for Otego
3 West Broadway
Oneonta, NY 13820
607-433-8000
607-433-8013 fax

Print Advertising:

Ms. Christine Sawyer
The Daily Star
607-432-1000 x 238
607-432-5847 fax

Ms. Deb Deuel
The Evening Sun
29 Lackawanna Ave.
Norwich, NY 13815
607-337-3023
607-334-8273 fax

Educational Venues:

Ms. Gladys Freeland
Hartwick College
4th Floor Dewar Hall
Hartwick Dr.
Oneonta, NY 13820
607-431-4222

Mr. Alan Pole
DCMO BOCES
270 Boces Dr.
Sidney Center, NY 13839
607-865-2500
607-865-8685 fax

Ms. Jo Ann Wormuth
DCMO BOCES
6678 County Road 32
Norwich, NY 13815
607-335-1200
607-334-9848 fax

Mr. Louis Shields
SUNY College of Technology at Delhi
215 Bush Hall
Delhi, NY 13753
607-746-4000
607-746-4613 fax

Ms. Amy Barsha
SUNY Morrisville
PO Box 901
Morrisville, NY 13409
315-684-6318

Ms. Colleen Bulger
SUNY Oneonta
Career Development Center
110 Netzer Administration Bldg.
Oneonta, NY 13820
607-436-2534
607-436-2094 fax

Media:

Clear Channel Communications

Time Warner Cable Contact Information:

Time Warner Cable
CNY Division
Human Resources Department
P.O. Box 4733
Syracuse, New York 13221
315-634-6304

Vacancy Report - FCC Unit #1056

07/01/07 - 06/30/08

SetID	FCC Unit	FCC# Descr	Descr	Vacancies
DB23A	1056	Oneonta	Tech, Installation	1
DB23A	1056	Oneonta	Tech, Installation	2

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

Binghamton Division - DB23A

FCC Unit: 1056

	Number of Applicants	Number of Interviewees	Number of Offers Accepted
Direct Sourcing - Contacted by a Time Warner recruiter	1	1	
Former Employee - Former employee of a Time Warner company	1		
Internet - Another online recruiting or job posting site	1	1	
Professional Referral - Referred by a professional colleague	3	3	
Referral - Referred by a Time Warner employee	2	2	
Website - TimeWarner Careers	9	9	3
FCC Unit Total:	17	16	3

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

Binghamton Division - DB23A

FCC Unit: 1056

Candidate Id	Requisition Id	Date of Offer	Job Title	Referral Type
9566167	82654BR	9/11/2007	Tech, Installation	Website - TimeWarner Careers
9579908	93025BR	5/19/2008	Tech, Installation	Website - TimeWarner Careers
10014509	93025BR	5/19/2008	Tech, Installation	Website - TimeWarner Careers

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

Binghamton Division - DB23A

FCC Unit: 1056

Candidate Id	Requisition Id	Date of Interview	Job Title	Referral Type
5252077	90050BR	1/11/2008	Plant Manager	Website - TimeWarner Careers
6833259	93025BR	5/19/2008	Tech, Installation	Website - TimeWarner Careers
9164611	90050BR	1/11/2008	Plant Manager	Direct Sourcing - Contacted by a Time Warner recruiter
9509700	82654BR	9/11/2007	Tech, Installation	Professional Referral - Referred by a professional colleague
9509700	93025BR	5/19/2008	Tech, Installation	Professional Referral - Referred by a professional colleague
9554912	82654BR	9/11/2007	Tech, Installation	Website - TimeWarner Careers
9564207	82654BR	9/11/2007	Tech, Installation	Website - TimeWarner Careers
9566167	82654BR	9/11/2007	Tech, Installation	Website - TimeWarner Careers
9579908	93025BR	5/19/2008	Tech, Installation	Website - TimeWarner Careers
892371	90050BR	1/11/2008	Plant Manager	Professional Referral - Referred by a professional colleague
10014509	93025BR	5/19/2008	Tech, Installation	Website - TimeWarner Careers
10053725	93025BR	5/19/2008	Tech, Installation	Website - TimeWarner Careers
10055066	93025BR	5/19/2008	Tech, Installation	Website - TimeWarner Careers
10055122	93025BR	5/19/2008	Tech, Installation	Internet - Another online recruiting or job posting site
10058652	93025BR	5/19/2008	Tech, Installation	Referral - Referred by a Time Warner employee
10070376	93025BR	5/19/2008	Tech, Installation	Referral - Referred by a Time Warner employee