

Federal Communications Commission Washington, D.C. 20554 FCC 396-C	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. - 20080924AAR

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 # 0737

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
 ST. LAWRENCE, 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	MIC May 11 2008	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: 0737 – Massena

Supplemental Recruitment Initiative #10, Participation in at least two events or programs relating to career opportunities in cable sponsored by educational institutions.

SUNY Canton Job Fair, SUNY Canton, Campus Center, Canton, October 16, 2007. Sponsored by the Canton College Foundation and the SUNY Canton Office of Career Services. This Career Fair hosted 50 employers and had approximately 200 people attend. This event provided a diverse pool of students and job seekers the opportunity to inquire about current and future employment with Time Warner Cable. SUNY Canton has a strong and competitive Technology Department which boasts a talented pool of candidates for our Installation and Service positions. The HR Coordinator along with the Technical Supervisor recruited for technical career opportunities available in the North Country region. Students were encouraged to visit our website at www.timewarner.com to view employment opportunities available throughout the company.

Akwesasne (St. Regis Mohawk Tribe) Employment and Business Development Conference, June 26, 2008. Sponsored by the Akwesasne Area Management Board in Cornwall, Ontario. The Conference, held in the Iohahio Adult Education Centre in Akwesasne, Quebec was attended by 85 employers and employment service organizations. This event provided a forum for business and industry organizations to build workforce partnerships with the objective of developing employment training and development strategies for future labor needs.

There were panel speakers from the US and Canada representing the private sector and employment service providers. Participants were divided into four Breakout Groups, comprised of 20 various organizations, discussing potential solutions to development barriers/constraints. Suggestions and strategies collected were compiled into a summary report and distributed to all participants.

Time Warner was able to share information and offer and receive creative solutions to develop programs and services to help meet our current and future labor needs.

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 # 0737 there are two Peer Trainers, one is a Technician II, Level I Technician and one is a Plant Maintenance Technician.

TIME WARNER CABLE
Recruitment Sources
Massena – FCC Unit #0737

Time Warner Cable is proud to have diversity in our recruitment approach. In the Massena 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. Marie Cree Benedict
WIA
412 State Rte. 37
Community Bldg.
Akwesasne, NY 13655
518-358-6125

Ms. Mary Curtis
NY State Employment Service
35 Glenn Street
Massena, NY 13662
315-769-3596

Mr. Larry Fetcie
St. Lawrence County
Department of Economic Development
48 Court Street
Canton, NY 13617
315-386-3276

Ms. Vincinette Cook
Iohahiiio Akwesasne Adult Education
PO Box 579
Cornwall, Ontario K6H 5T3
613-575-2754

Mr. Dan Garrow
Akwesasne Area Management Board
PO Box 965
Cornwall, Ontario K6H 5V1
613-575-2626

ACAP
Army Career & Alumni Program
142 First St. Middle
Fort Drum, NY 13602
315-772-3434

Internet Sources:

timewarner.com/careers
monster.com
careerbuilder.com
syracuse.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

Print Advertising:

Ms. Jackie Mitchell
Courier Observer
1 Harrowgate Commons
Massena, NY 13662
315-769-2451

Indian Times Newspaper
PO Box 868
Hogansburg, NY 13655
518-358-9531
Attn: Randy Jock-Reidy

Malone Telegram
387 E. Main St.
Malone, NY 12953
518-483-2000
Attn: Nicole Lamica

Ms. Kari Cronin
Syracuse Post Standard
Clinton Square, P.O. Box 4915
Syracuse, N.Y. 13221-4915
315-470-2039

Watertown Daily Times
250 Washington St.
Watertown, NY 13601
315-782-0400
Attn: Stacey MacCue

Educational Venues:

Ms. Teri Clemmo
SUNY Canton
Cornell Drive
Canton, NY 13617
315-386-7119

Career Planning Office
SUNY Potsdam
44 Pierrepont Ave.
Potsdam, NY 13676
315-267-2344

Career Center
Clarkson University
Potsdam, NY 13699
315-268-7616

Ms. Roxanne Patterson
St. Lawrence University
Career Services and Leadership Education
Canton, NY 13617
315-229-5906

Internship Program:

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

Media:

97.3 FM CKON
Hogansburg
518-358-3426

Time Warner Cable Contact Information:

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

Vacancy Report - FCC Unit #0737

07/01/07 - 06/30/08

SetID	FCC Unit	FCC# Descr	Descr	Vacancies
DB59A	0737	Massena	Rep, Direct Sales	1
DB59A	0737	Massena	Tech, Installation	4
DB59A	0737	Massena	Tech, Service	1

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

Syracuse - DB59A

FCC Unit: 0737

	Number of Applicants	Number of Interviewees	Number of Offers Accepted
Ad - Massena Observer	3	3	
Ad - Through a print, radio, or TV advertisement	11	3	
College - Through campus recruiting, career fair, or alumni services	2		
Direct Sourcing - Walk In	1	1	
Former Intern - Former intern of a Time Warner company	2		
Internet - Another online recruiting or job posting site	1	1	
Internet - DirectEmployers	3	1	
Internet - DiversityInc.com	1	1	
Internet - Indeed	7	2	1
Job Fair - At a job fair or other recruiting event	1		
Organization - Department of Labor	1	1	
Organization - High School/Trade School	1		
Referral - Referred by a Time Warner employee	2	2	
Referral - TW Cable Employee Referral	2	2	2
Website - Add Candidate	3	3	
Website - TimeWarner Careers	75	13	3
FCC Unit Total:	116	33	6

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

Syracuse - DB59A

FCC Unit: 0737

Candidate Id	Requisition Id	Date of Offer	Job Title	Referral Type
9528420	75350BR	9/10/2007	Tech, Service	Website - TimeWarner Careers
9610099	88802BR	1/2/2008	Tech, Installation	Internet - Indeed
9789635	82655BR	9/13/2007	Tech, Installation	Referral - TW Cable Employee Referral
9823088	88802BR	11/12/2007	Tech, Installation	Website - TimeWarner Careers
9904990	90473BR	1/14/2008	Rep, Direct Sales	Website - TimeWarner Careers
10041449	90530BR	1/25/2008	Tech, Installation	Referral - TW Cable Employee Referral

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

Syracuse - DB59A

FCC Unit: 0737

Candidate Id	Requisition Id	Date of Interview	Job Title	Referral Type
5339720	91625BR	5/21/2008	Tech, Installation	Organization - Department of Labor
5344310	91625BR	5/21/2008	Tech, Installation	Ad-Massena Observer
5651043	91625BR	5/21/2008	Tech, Installation	Ad - Through a print, radio, or TV advertisement
7283451	73152BR	7/23/2007	Project Coordinator-North Region	Internet - Another online recruiting or job posting site
8175408	82655BR	8/10/2007	Tech, Installation	Internet - DirectEmployers
8845249	91625BR	5/21/2008	Tech, Installation	Website - TimeWarner Careers
9528420	75350BR	8/14/2007	Tech, Service	Website - TimeWarner Careers
9528420	82655BR	8/10/2007	Tech, Installation	Website - TimeWarner Careers
9552899	75350BR	10/8/2007	Tech, Service	Referral - Referred by a Time Warner employee
9596107	90530BR	1/14/2008	Tech, Installation	Website - TimeWarner Careers
9597906	90530BR	1/14/2008	Tech, Installation	Website - TimeWarner Careers
9600069	82655BR	8/10/2007	Tech, Installation	Internet - DiversityInc.com
9606300	82655BR	8/13/2007	Tech, Installation	Ad - Through a print, radio, or TV advertisement
9608886	88802BR	1/14/2008	Tech, Installation	Website - TimeWarner Careers
9610099	88802BR	1/14/2008	Tech, Installation	Internet - Indeed
9653442	91625BR	5/21/2008	Tech, Installation	Website - Add Candidate
9789583	82655BR	10/1/2007	Tech, Installation	Website - Add Candidate
9789635	82655BR	8/10/2007	Tech, Installation	Referral - TW Cable Employee Referral
9807328	75350BR	10/8/2007	Tech, Service	Ad - Massena Observer
9820126	88802BR	1/14/2008	Tech, Installation	Referral - Referred by a Time Warner employee
9823088	88802BR	1/14/2008	Tech, Installation	Website - TimeWarner Careers
9836948	91625BR	5/21/2008	Tech, Installation	Ad-Massena Observer
9898264	90530BR	1/14/2008	Tech, Installation	Website - TimeWarner Careers
9904398	91625BR	5/21/2008	Tech, Installation	Ad - Through a print, radio, or TV advertisement
9904990	90473BR	1/11/2008	Rep, Direct Sales	Website - TimeWarner Careers
9981065	91625BR	5/21/2008	Tech, Installation	Website - TimeWarner Careers
9989793	91625BR	5/21/2008	Tech, Installation	Website - TimeWarner Careers
9998740	88802BR	1/14/2008	Tech, Installation	Website - Add Candidate
10041449	90530BR	1/14/2008	Tech, Installation	Referral - TW Cable Employee Referral
10279588	91625BR	5/21/2008	Tech, Installation	Website - TimeWarner Careers
10310580	91625BR	5/21/2008	Tech, Installation	Website - TimeWarner Careers
10410133	91625BR	5/21/2008	Tech, Installation	Direct Sourcing - Walk In
10410163	91625BR	5/21/2008	Tech, Installation	Internet - Indeed