

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. B396 - 20090928ACM

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 # 1625

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
CHEMUNG, 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) 07/01/2009-07/14/2009

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 A Berry</i>	Title RVP, HR
Date 9-4-09	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)
Time Warner Cable, Central New York Division
FCC Unit: 1625 – Elmira**

Supplemental Recruitment Initiative #1, Participation in at least two job fairs by personnel who have substantial responsibility in the making of hiring decisions.

Alfred Campus Career Fair, October 30, 2008. The Alfred Campus Career Fair was sponsored by the college's Career Services Department. Thirty employers and over 100 students were in attendance. Time Warner Cable's Sr. HR Generalist attended and recruited for Installer/Technician position openings in our Homell location and presented interested students with a job description handout. In addition, discussions were held with many of the students on the various types of career opportunities Time Warner Cable has to offer. Students were also informed on how to search and apply online for local and national job opportunities at www.timewarnercable.com. Although no hires were made at this job fair, this career fair provided an opportunity to discuss Time Warner Cable career opportunities with students in the technology and engineering related fields of study.

Elmira College Annual Career Expo, March 24, 2009. The Elmira College Annual Career Expo was sponsored by the Office of Counseling and Career Services. 40 employers and about 100 students attended this event held in the campus Center Dining Hall. Time Warner Cable's Recruiter attended and recruited for Installer/Technician and Direct Sales position openings. Each student was given various handouts such as job description overviews, benefits information, and a fact sheet with an overview of our Central NY Division. In addition, discussions were held with many of the job seekers on the types of career opportunities Time Warner Cable has to offer. Job seekers were also informed on how to search and apply online for local and national job opportunities at www.timewarnercable.com. Although no hires were made at the job fair, over 30 potential candidates visited the TWC table to inquire about current and potential job opportunities.

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

On October 21 & 29, 2008, Time Warner Cable, Central New York Division, provided Sexual Harassment Training to all Division Supervisors and Managers. Facilitated by Bond, Schoeneck, & King, a law firm specializing in Employment and Labor Relations, this four hour comprehensive training program communicated the law along with providing the backdrop for enhancing the skill sets necessary for improved communications, fostering teamwork, reducing risks and creating and maintaining a positive and productive work environment free from any type of harassment or discrimination. Training case studies and

workplace scenarios highlighted the managers and supervisors role in responding to and preventing harassment and discrimination in the workplace. All Managers and Supervisors completed this mandatory training, including 3 Managers and 2 Supervisors from for FCC Unit #1060.

TIME WARNER CABLE
Recruitment Sources
Elmira - FCC Unit #1625

Time Warner Cable is proud to have diversity in our recruitment approach. In the Elmira 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. Sara Kauffman
Capabilities Inc.
1149 Sullivan St.
Elmira, NY 14901
607-734-2006 x50
607-734-1514 fax

Rev. Cephus McGee
All Saints Home Church
351 E. Fifth Street
Elmira, NY 14901
607-734-2376

Ms. Patricia Myers
Access to Independence and Mobility
271 E. First St.
Corning, NY 14830
607-796-8228

Mr. Greg Nagle
NYS Dept. of Labor
20 Denison Pkway W.
Suite 102
Corning, NY 14830
607-766-2708

Ms. Kimberly Davies
Professional Career Services
41 E. Market St.
Corning, NY 14830
607-282-0105

Mr. Vic Hamilton
Pro-Action of Steuben & Yates, Inc.
117 E. Steuben St.
Bath, NY 14810-1600
607-776-7074

Ms. Karen Gardiner
Chemung County Commission on
Human Relations
425 Pennsylvania Ave.
PO Box 588
Elmira, NY 14902-0588
607-737-5409

Mr. Robert Bly
Chemung County Dept. of Veteran Affairs
425 Pennsylvania Ave.
PO Box 588
Elmira, NY 14902-0588
607-737-5445

Ms. Gwen Hill
Economic Opportunity Program, Inc.
650 Baldwin St.
Elmira, NY 14901
607-734-6174
607-733-8126 fax

Ms. Amy Brown
Glove House Inc.
220 Franklin St.
Elmira, NY 14904-1706
607-734-5238
607-734-2666 fax

Ms. George Verdier
NAACP
PO Box 698
Elmira, NY 14901
607-329-8846

Mr. Ronald Gaeta
NYS Dept of Labor
Division of Employment Services
200 Baldwin St.
Elmira, NY 14901
607-733-6410

Mr. Charles Kozey/ Mr. James Crease
NYS Dept. of Labor-Veterans Affairs
318 Madison Ave.
Elmira, NY 14901
607-733-7131

Mr. Richard Stetz
Bradford Sullivan Career Link
218 Main St., Unit 1
Towanda, PA 18848
570-265-2171
570-265-2331 fax

Mr. Dennis Stachowski
NYS Dept. of Labor – Veterans Affairs
107 Broadway
Hornell, NY 14843
607-324-8388

Mr. Rick Halstead
NYS Dept. of Labor
11 Megan Drive
Geneseo, NY 14454
585-243-1427

Internet Sources:

timewarnercable.com/careers
monster.com
careerbuilder.com
directemployer.com
diversityinc.com/careers
Internal – Time Warner Cable Employees First
<http://www.twcable.com>

Contact for all above web postings:

Regional Recruiter
Time Warner Cable
Northeast/National Region
6005 Fair Lakes Rd
E. Syracuse, NY 13057

Educational Venues:

Mr. Larry Truillo
Broome Community College
PO Box 1017
Binghamton, NY 13902
607-778-5205
607-778-5204 fax

Ms. Melissa Marks
Elmira College
Office of Counseling & Career Services
Elmira, NY 14901
607-735-1830
607-735-1153 fax

C. W. Turner
Corning Community College
1 Academic Dr.
Corning, NY 14830
607-962-9011
607-962-9485 fax

Ms. Kim Wilcox
Geneseo State College
1 College Circle Blake #A104
Geneseo, NY 14454
585-245-5211
585-245-5998 fax

Ms. Elaine Antonioli
Alfred State College
10 Upper College Drive
Alfred, NY 14802
607-587-4060
607-587-3288 fax

Ms. Peggy Broderick
Alfred University-Career Development Center
1 Saxon Drive
Alfred, NY 14802
607-871-2164
607-871-2305 fax

Ms. April St. John
Career Development Center-Binghamton University
PO Box 6000
Binghamton, NY 13092
607-777-2553
607-777-4499

Mr. Allan Merrell
Ridley-Lowell Business & Tech Institute
116 Front Street
Binghamton, NY 13905
607-724-2941
607-724-0799 fax

Ms. Vicki Gunderman
Elmira Business Institute
303 North Main St.
Langdon Plaza
Elmira, NY 14901
607-733-7177
607-733-7178 fax

Media:

Clear Channel Communications

Ms. Christine Aikman
Public Service Channel
TWC Elmira
3311 South Main St.
Horseheads, NY 14845
607-739-3510
607-796-4296 fax

Ms. Christine VanDuser
Public Service Channel
TWC Hornell
166 Main St.
Hornell, NY 14843
607-324-2487
607-324-7270

Print Advertising:

Ms. Joni DeLorenzo
The Leader
PO Box 1017
Corning, NY 14830
607-936-4651 x341
607-962-0782 fax

Mr. Andy Peterilli
Hornell Tribune
85 Canisteo St.
Hornell, NY 14843
607-324-1425 x114

Time Warner Cable Contact Information:

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

PeopleSoft
 FCC SOURCE EVALUATION REPORT

Report ID: TWIHR83N
 FCC Source Evaluation Report
 FCC Unit: 1625 - Elmira
 County: Chemung
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Organization - Department of Labor	1	1	1
Website - TimeWarner Careers	35	33	4
1625 Totals	36	34	5

PeopleSoft
 FCC SOURCING REPORT

Report ID: TWHR83N
 FCC Sourcing Report
 FCC Unit: 1625 - Elmira
 County: Chemung
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO. INTERVIEWS	NO. HIRES
104395BR	Tech 1, Installation	Website - TimeWarner Careers	19	3
		Total	19	3
99918BR	Tech 1, Installation	Organization - Department of Labor	1	1
		Website - TimeWarner Careers	9	0
		Total	10	1
110830BR	Tech 1, Installation	Website - TimeWarner Careers	5	1
		Total	5	1
		1625 Totals	34	5

PeopleSoft
FCC SOURCING DETAIL REPORT

Report ID: TWIHR84N
FCC Sourcing Detail Report
FCC Unit: 1625 - Elmira
County: Chemung
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate's ID	Last HR Status	Source Description
104395BR	Tech 1, Installation	10297477	Interviewed	Website - TimeWarner Careers
		10343335	Interviewed	Website - TimeWarner Careers
		10423151	Hired	Website - TimeWarner Careers
		10578345	Hired	Website - TimeWarner Careers
		10581620	Interviewed	Website - TimeWarner Careers
		10583441	Interviewed	Website - TimeWarner Careers
		10652757	Interviewed	Website - TimeWarner Careers
		10670655	Interviewed	Website - TimeWarner Careers
		10673520	Interviewed	Website - TimeWarner Careers
		10686788	Interviewed	Website - TimeWarner Careers
		10697426	Hired	Website - TimeWarner Careers
		10702248	Interviewed	Website - TimeWarner Careers
		10818067	Interviewed	Website - TimeWarner Careers
		10826063	Interviewed	Website - TimeWarner Careers
		10842229	Interviewed	Website - TimeWarner Careers
		6566220	Interviewed	Website - TimeWarner Careers
		7519086	Interviewed	Website - TimeWarner Careers
		8662028	Interviewed	Website - TimeWarner Careers
		9815277	Interviewed	Website - TimeWarner Careers
Total		19		
99918BR	Tech 1, Installation	10336183	Interviewed	Website - TimeWarner Careers
		10338304	Applicant	Website - TimeWarner Careers
		10343335	Interviewed	Website - TimeWarner Careers
		10344650	Hired	Organization - Department of Labor
		10347392	Interviewed	Website - TimeWarner Careers
		10351001	Interviewed	Website - TimeWarner Careers
		10354026	Interviewed	Website - TimeWarner Careers
		10358589	Interviewed	Website - TimeWarner Careers
		8022092	Interviewed	Website - TimeWarner Careers
		8598184	Interviewed	Website - TimeWarner Careers
		8850547	Applicant	Website - TimeWarner Careers
		9300339	Interviewed	Website - TimeWarner Careers
Total		12		
110830BR	Tech 1, Installation	10830002	Hired	Website - TimeWarner Careers
		10837700	Interviewed	Website - TimeWarner Careers
		11054882	Interviewed	Website - TimeWarner Careers
		11063582	Interviewed	Website - TimeWarner Careers
		11064809	Interviewed	Website - TimeWarner Careers
Total		5		
Total		1625	Total	36