

Federal Communications Commission Washington, D.C. 20554  <p style="text-align: center;"><b>FCC 396-C</b></p>	OMB 3060-1033 September 2003  FOR FCC USE ONLY
<b>Multi-Channel Video Program Distributor EEO Program Annual Report</b>  Read INSTRUCTIONS Before Filling Out Form	FOR COMMISSION USE ONLY FILE NO. <b>B396 - 20090928ACL</b>

**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 # 1620		
<b>Application Purpose</b> <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 CHAUTAUQUA, 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) 07/01/2009-07/14/2009		
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	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: 1620 – Jamestown**

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

On Thursday, November 13, 2008, Time Warner Cable sponsored a Job Fair at Jamestown Community College, 120 East Second Street, Jamestown, NY. The Area Manager for TWC's Jamestown office recruited students for Installer/Technician positions at the Jamestown office. In addition, the Manager distributed information including an overview of the company and job information. Students were encouraged to stop and talk with the Time Warner Cable representative to discuss this opening and any other openings they may be interested in obtaining more information on. Students were informed on how to search and apply online at our website [www.timewarcable.com](http://www.timewarcable.com). Although this visit produced 6 students that stopped by to express interest and ask questions regarding career opportunities at Time Warner Cable, no hires were made from this fair.

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

On September 30, 2008, Managers, Directors and Vice Presidents from the Central New York Division attended *Diversity & Inclusion for Leaders* training. This one-day course provides a solid framework for understanding some of the social and business dynamics of a diverse workforce. This course is aimed at increasing understanding about beliefs, perceptions and how workplace behaviors – both overt and subtle – impact others. In addition, participants learn skills that will help maintain an inclusive environment where people are able to contribute to their full potential. They practice skills that create a culture where people are respected and valued for their knowledge, skill and creativity and not excluded because of social, cultural or other categorical characteristics. From FCC Unit #1620, one Customer Service Manager attended this training.

**TIME WARNER CABLE**  
**Recruitment Sources**  
**Jamestown - FCC Unit #1620**

Time Warner Cable is proud to have diversity in our recruitment approach. In the Jamestown 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. Michael Volk  
The Resource Center  
880 East 2<sup>nd</sup> Street  
Jamestown, NY 14701  
716-483-2344  
716-661-1419 fax

Mr. Thomas Jamieson  
Native American Community Service  
1005 Grant St.  
Buffalo, NY 14207  
716-874-4460 x317  
716-874-1874 fax

Ms. Linda Frentz  
NYS Dept. of Labor -- Veterans Affairs  
23 E. Third St.  
Jamestown, NY 14701  
716-661-9553 x 1221  
716-664-9459 fax

Ms. Melissa Lowe  
American Women in Radio & Television  
8405 Greensboro Dr.  
Suite 800  
McLean, VA 22102  
703-506-3290  
703-506-3266 fax

Chautauqua County  
Veterans Service Agency  
110 E. Fourth St.  
Jamestown, NY 14701-5334  
716-661-8255

Mr. Vance Lowe  
NYS Dept. of Labor  
19 East 3<sup>rd</sup> St.  
Jamestown, NY 14701  
716-661-9553

Ms. Patricia Brisley  
Seneca Nation of Indians  
PO Box 200  
Steamburg, NY 14783  
716-354-2076  
716-354-2594 fax

**Internet Sources:**

[timewarner.com/careers](http://timewarner.com/careers)  
[monster.com](http://monster.com)  
[careerbuilder.com](http://careerbuilder.com)  
[directemployer.com](http://directemployer.com)  
[diversityinc.com/careers](http://diversityinc.com/careers)  
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

**Educational Venues:**

Ms. Diane Rogowski  
Jamestown Business College  
7 Fairmount Ave.  
Jamestown, NY 14701  
716-664-5100  
716-664-3144 fax

Ms. Carol Brooks  
Pittsburgh Technical Institute  
111 McKee Road  
Oakdale, PA 15071  
800-784-9675  
412-809-5100 fax

Ms. Wendy Fugate  
Tri-State Business Institute  
5757 West 26<sup>th</sup> St.  
Eric, PA 16506  
814-838-7673

Ms. Barbara Deike  
Jamestown Community College  
525 Falconer St.  
PO Box 20  
Jamestown, NY 14702-0020  
716-665-5220

Ms. Eileen Abbatoy  
SUNY Fredonia  
Maytum Hall  
Fredonia, NY 14063  
716-673-3105

**Media:**

Clear Channel Communications

Ms. Kelley Johnson  
Public Service Channel  
TWC Jamestown  
PO Box 6011.  
Jamestown, NY 14701-6011  
716-664-7315  
716-664-3123 fax

**Print Advertising:**

Ms. Joan Barrus  
Jamestown Post Journal  
15 West 2<sup>nd</sup> St.  
Jamestown, NY 14701  
716-487-1111

**Time Warner Cable Contact Information:**

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

PeopleSoft  
 FCC SOURCE EVALUATION REPORT

Report ID: TWIHR83N  
 FCC Source Evaluation Report  
 FCC Unit: 1620 - Jamestown  
 County: Chautauqua  
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Internet - cvjobs.com	1	1	1
Website - TimeWarner Careers	7	7	1
<b>1620 Totals</b>	<b>8</b>	<b>8</b>	<b>2</b>

PeopleSoft  
 FCC SOURCING REPORT

Report ID: TWIHR83N  
 FCC Sourcing Report  
 FCC Unit: 1620 - Jamestown  
 County: Chautauqua  
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

ACQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
111795BR	Tech I, Installation	Website - TimeWarner Careers	6	1
		Total	6	1
99395BR	Sports VJ/Reporter (News Ch)	Internet - tvjobs.com	1	1
		Website - TimeWarner Careers	1	0
		Total	2	1
		1620 Totals	8	2

PeopleSoft  
FCC SOURCING DETAIL REPORT

Report ID: TWIHR84N  
FCC Sourcing Detail Report  
FCC Unit: 1620 - Jamestown  
County: Chautauqua  
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
111795BR	Tech I, Installation	10137728	Interviewed	Website - TimeWarner Careers
		11045393	Interviewed	Website - TimeWarner Careers
		11125538	Interviewed	Website - TimeWarner Careers
		11127771	Interviewed	Website - TimeWarner Careers
		11127946	Interviewed	Website - TimeWarner Careers
		11128560	Hired	Website - TimeWarner Careers
	<b>Total</b>		<b>6</b>	
99395BR	Sports VJ/Reporter (News Ch)	10366519	Interviewed	Website - TimeWarner Careers
		10377873	Hired	Internet - tvjobs.com
	<b>Total</b>		<b>2</b>	
	<b>1620 Total</b>		<b>8</b>	