

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 style="text-align: center;">Multi-Channel Video Program Distributor EEO Program Annual Report</p> <p style="text-align: center;">Read INSTRUCTIONS Before Filling Out Form</p>	FOR COMMISSION USE ONLY FILE NO. B396 - 20090928AHG

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 # 12071

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
 ONEIDA, 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 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: 12071 – Utica**

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

SUNYIT Career Fair, March 19, 2009. The SUNY IT Technical Institute Career Fair was sponsored by the Career Services Department. 73 employers and over 300 students and alumni attended this three hour event held on the school campus. In attendance were Time Warner Cable's recruiter, Technical Operations Manager, and Technical Supervisor. Positions recruited for included Installer/Technician position openings in Rome, Regional Network Engineer, Staff Accountant and RNOC Analyst positions. In addition, discussions were held with many of the students on the types of career opportunities Time Warner Cable has available along with summer internship opportunities. Students were also informed on how to search and apply online for local and national job opportunities at www.timewarcable.com. One hire was made from this job fair for a Installer position.

Yahoo-HotJobs Career Fair-June 24, 2009. The Yahoo-Hot Job Career Fair was sponsored by the Utica Observer Dispatch. 17 employers and over 200 active job seekers attended this six hour event held at the Radisson Hotel in Utica NY. Time Warner Cable's Regional Recruiter attended and recruited for Account Service Representatives, Product Service Representatives, Installer/Technician and Sales positions openings. In addition, discussions were held with many of the job seekers on the types of career opportunities Time Warner Cable has available. Job seekers were also informed on how to search and apply online for local and national job opportunities at www.timewarcable.com. The recruiter received close to 200 resumes at the fair and for those candidates that included an email address, she sent a follow up email reminding them to apply for positions via our website. At this writing, there are 5 applicants pending for Customer Service openings (Account Service and Product Service Representatives) and 3 for Installer openings.

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

Valuing Employees – Creating a Positive Employee Relations Culture, August 27, 2008. Hosted by the Central New York Division, this new training offered by Time Warner Cable's Corporate Employee Relations group is designed to enhance the skill sets necessary to improve communication, foster teamwork, reduce risks and create a productive work environment. In the

training, participants are challenged with real life workplace scenarios requiring them to apply previously acquired practical experience, skills and knowledge. Training case studies and workplace scenarios highlighted in this course focus on the issues of sexual harassment, retaliation, and inappropriate behaviors related to or directed at others based on race/national origin, age, disability, sexual orientation and religion. There were 14 managers and supervisors, including seven females and three minorities who attended this one day training session. All supervisors and managers will attend this training over the next 12 months.

From FCC Unit #12071, one Supervisor attended this training.

TIME WARNER CABLE

Recruitment Sources

Utica – FCC Unit # 12071

Time Warner Cable is proud to have diversity in our recruitment approach. In the Utica 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. Gail Perry
Resource Center for Independent Living
409 Columbia Street
Utica, NY 13503
315-797-4642 x 278

Ms. Bridgette Bullock-Sombino
Central Association For Blind & Visually Impaired
507 Kent Street
Utica, NY 13501
315-797-2233
315-877-719-9996 fax

Ms. Jo Stanek
Oneida Co. Employment & Training
209 Elizabeth Street
Utica, NY 13501
315-798-5015

Mr. Raymond Arcuri
MVCC Working Solutions Office
1101 Sherman Drive
Utica, NY 13501
315-792-5488

Mr. Ted Burch
NYS Dept. of Labor-Veteran Affairs
Utica Working Solutions
207 Genesee St. Suite 201
Utica, NY 13501
315-793-5344
315-793-2216 fax

Ms. Dana Hubbard
MVCC Resource Center for Refugees
309 Genesee Street
Utica, NY 13502
315-738-1083 x 119
315-738-1168 fax

Ms. Carol Ginster
VESID
207 Genesee Street, 8th Floor
Utica, NY 13051
315-793-2512
315-793-2724 fax

Ms. Marie Suppa
MV Chamber of Commerce
520 Seneca Street
Utica, NY 13502
315-724-3151
315-724-3177

Ms. Charlene Deon
Oneida Co. Workforce Development
209 Elizabeth Street
Utica, NY 13501
315-798-5908
315-798-5909 fax
Mr. Michael Fay
Working Solutions Rome
Suite #1, MVCC
1101 Floyd Ave.
Rome, NY 13440
315-356-0662

Ms. Terry Humphries
NYS Dept. of Labor
1101 Floyd Ave.
Rome, NY 13440
315-339-7349

Ms. Stephanie Verostek
MVCC
1101 Floyd Ave.
Rome, NY 13440
315-339-3470

Ms. Marilyn Wright
NYS Dept. of Labor
1006 Oneida Plaza Dr.
Oneida, NY 13421
315-363-2400

Mr. Frank Dardano
Boces Access Site
214 W. Liberty St.
Rome, NY 13440
315-334-8000

Internet Sources:

timewarnercable.com/careers
monster.com
careerbuilder.com
syracuse.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:

Ms. Elaine Spado
Mohawk Valley Community College
Rome Campus
1101 Floyd Ave.
Rome, NY 13440
315-334-7725
315-334-7724 fax

Mr. John McBride
Morrisville State College
Bailey Hall 101
PO Box 901
Morrisville, NY 13408
315-684-6218
315-684-6379 fax

Mr. Scott Williams
Utica School of Commerce
201 Bleeker St.
Utica, NY 13051
315-733-2307

SUNY IT Career Services
PO Box 3050
Utica, NY 13504
315-792-7100

Print Advertising:

Utica-Observer Dispatch
221 Oriskany Plaza
Utica, NY 13501
Marianne Melvin
315-792-5150

Rome Sentinel
333 W. Dominick St.
Rome, NY 13440
Barbara Drake
315-337-4000

Oneida Daily Dispatch
Broad Street
Oneida, New York 13421
315-363-5100

Ms. Wendy Cary
Utica School of Commerce
PO Box 462, Route 5
Canastota, NY 13032
318-697-8200
315-697-2805 fax

Mr. Guy Devitt
HCCC
Reservoir Rd.
Herkimer, NY 13350
315-866-0300 Ext. 8744
315-866-7253 fax

Mr. Morris Pearson
MVCC
1101 Sherman Drive
Utica, NY 13501
315-731-5792
315-731-5863 fax

Media:

Clear Channel Communications
214 West Water, Syracuse, NY 13202
315-422-0232

Time Warner Cable Contact Information:

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

Report ID: TWIHR83N
 FCC Source Evaluation Report
 FCC Unit: 12071 - Ulica
 County: Oneida
 Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

Peoplesoft
 FCC SOURCE EVALUATION REPORT

Page No. 1
 Run Date 09/01/2009
 Run Time 16:53:25

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Ad - General	1	1	1
Ad - Syracuse Post Standard	1	1	1
Internet - Career Builders	1	1	0
Internet - DirectEmployers	8	2	0
Internet - DiversityInc.com	2	0	0
Internet - Indeed	8	2	0
Job Fair - General	1	1	1
Referral - TW Cable Employee Referral	1	1	1
Website - TWC Divesture 2009	1	0	0
Website - TimeWarner Careers	109	29	7
12071 Totals	133	38	11

Report ID: TWHR8AN
 FCC Sourcing Detail Report
 FCC Unit: 12071 - Dtica
 County: Oneida
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

PeopleSoft
 FCC SOURCING DETAIL REPORT

Page No. 1
 Run Date 09/01/2009
 Run Time 16:49:57

Application No	Job Title	Candidate ID	Last HR Status	Source Description
108424BR	Tech 1, Installation	10678048	Hired	Website - TimeWarner Careers
		10883562	Interviewed	Website - TimeWarner Careers
		9140834	Interviewed	Website - TimeWarner Careers
	Total		3	
100849BR	Tech 1, Installation	10401760	Applicant	Website - TimeWarner Careers
		10421581	Hired	Website - TimeWarner Careers
		10432401	Applicant	Website - TimeWarner Careers
		10469355	Applicant	Website - TimeWarner Careers
		10539396	Interviewed	Website - TimeWarner Careers
		5205141	Applicant	Website - TimeWarner Careers
		5953326	Applicant	Website - TimeWarner Careers
		9048517	Applicant	Internet - DirectEmployers
		9053134	Applicant	Website - TimeWarner Careers
		9072711	Applicant	Internet - DirectEmployers
		9379513	Applicant	Website - TimeWarner Careers
		9452059	Applicant	Website - TimeWarner Careers
	Total		12	
105342BR	Tech 1, Installation	10052089	Applicant	Website - TimeWarner Careers
		10198575	Applicant	Website - TimeWarner Careers
		10286907	Applicant	Website - TimeWarner Careers
		10429498	Applicant	Website - TimeWarner Careers
		10460050	Interviewed	Website - TimeWarner Careers
		10502987	Interviewed	Website - TimeWarner Careers
		10620972	Applicant	Website - TimeWarner Careers
		10625074	Applicant	Website - TimeWarner Careers
		10666349	Applicant	Website - TimeWarner Careers
		10688821	Applicant	Website - TimeWarner Careers
		4730432	Applicant	Website - TimeWarner Careers
		5416269	Interviewed	Website - TimeWarner Careers
		8219556	Applicant	Website - TimeWarner Careers
		8505234	Applicant	Website - TimeWarner Careers
		9334714	Hired	Ad - General
	Total		15	
102600BR	Rep, Customer Care	10444308	Interviewed	Website - TimeWarner Careers
		10490139	Applicant	Internet - DirectEmployers
		10491043	Interviewed	Internet - Career Builders
		10533669	Interviewed	Internet - Indeed
		10541571	Applicant	Website - TimeWarner Careers
		10559098	Applicant	Website - TimeWarner Careers
		10564962	Interviewed	Internet - Indeed
		10679965	Applicant	Website - TimeWarner Careers
		10887069	Interviewed	Website - TimeWarner Careers

Report ID: TWIHR83N
 FCC Sourcing Report
 County: Oneida
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

PeopleSoft
 FCC SOURCING REPORT

Page No. 1
 Run Date 09/01/2009
 Run Time 16:49:57

REGISTRATION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
108424BR	Tech 1, Installation	Website - TimeWarner Careers	3	1
			Total	3
100849BR	Tech 1, Installation	Website - TimeWarner Careers	2	1
			Total	2
105342BR	Tech 1, Installation	Website - TimeWarner Careers	3	0
		Ad - General	1	1
			Total	4
102600BR	Rep, Customer Care	Ad - Syracuse Post Standard	1	1
		Internet - Career Builders	1	0
		Internet - DirectEmployers	1	0
		Website - TimeWarner Careers	4	0
		Internet - Indeed	2	0
			Total	9
111131BR	Tech 1, Installation	Website - TimeWarner Careers	1	1
			Total	1
111387BR	Tech 1, Installation	Website - TimeWarner Careers	12	2
		Job Fair - General	1	1
			Total	13
978366BR	Rep, Customer Care	Website - TimeWarner Careers	2	1
		Internet - DirectEmployers	1	0
			Total	3
97111BR	Tech, Service Union	Referral - TW Cable Employee Referral	1	1
		Website - TimeWarner Careers	2	1
			Total	3
			1207 Totals	38
				11

Report ID: TWHR84N
 FCC Sourcing Detail Report
 FCC Unit: 12071 - Utica
 County: Oneida
 Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

PeopleSoft
 FCC SOURCING DETAIL REPORT

Page No. 2
 Run Date 09/01/2009
 Run Time 16:49:57

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
102600BR	Rep, Customer Care	5945229	Interviewed	Website - Timewarner Careers
		7410823	Interviewed	Website - Timewarner Careers
		9244244	Interviewed	Website - Timewarner Careers
		9313567	Interviewed	Internet - DirectEmployers
		9478531	Hired	Ad - Syracuse Post Standard
		Total	14	
11131BR	Tech 1, Installation	10425671	Applicant	Website - Timewarner Careers
		10460050	Applicant	Website - Timewarner Careers
		10464253	Applicant	Internet - Indeed
		10537793	Applicant	Internet - Indeed
		10606982	Applicant	Website - Timewarner Careers
		10609980	Applicant	Website - Timewarner Careers
		10678048	Applicant	Website - Timewarner Careers
		10699093	Applicant	Website - Timewarner Careers
		10739279	Applicant	Website - Timewarner Careers
		10770723	Applicant	Website - Timewarner Careers
		10803872	Applicant	Website - Timewarner Careers
		10818005	Applicant	Website - Timewarner Careers
		10867502	Applicant	Website - Timewarner Careers
		10868486	Applicant	Website - Timewarner Careers
		10872885	Applicant	Website - Timewarner Careers
		10874426	Applicant	Website - Timewarner Careers
		10875049	Applicant	Website - Timewarner Careers
		10875457	Applicant	Website - Timewarner Careers
		10880588	Applicant	Website - Timewarner Careers
		10882672	Applicant	Website - Timewarner Careers
		10883591	Applicant	Website - Timewarner Careers
		10883919	Applicant	Website - Timewarner Careers
		10884275	Applicant	Website - Timewarner Careers
		10884841	Hired	Internet - Indeed
		10885884	Applicant	Website - Timewarner Careers
		10892653	Applicant	Website - Timewarner Careers
		11002126	Applicant	Website - Timewarner Careers
		7036135	Applicant	Website - Timewarner Careers
		8708523	Applicant	Website - Timewarner Careers
		9088850	Applicant	Website - Timewarner Careers
		9140834	Applicant	Website - Timewarner Careers
		9244244	Applicant	Website - Timewarner Careers
		Total	32	
11387BR	Tech 1, Installation	10266119	Interviewed	Website - Timewarner Careers
		10660050	Hired	Website - Timewarner Careers
		10818005	Interviewed	Website - Timewarner Careers
		11002126	Interviewed	Website - Timewarner Careers

Registration No	Job Title	Candidate ID	Last HR Status	Source Description
11387BR	Tech I, Installation	11102307	Applicant	Website - TimeWarner Careers
		11103443	Applicant	Internet - Indeed
		11103637	Interviewed	Website - TimeWarner Careers
		11104873	Applicant	Internet - Indeed
		11111376	Interviewed	Website - TimeWarner Careers
		11116565	Interviewed	Website - TimeWarner Careers
		11122740	Interviewed	Website - TimeWarner Careers
		1132757	Interviewed	Website - TimeWarner Careers
		1136676	Applicant	Internet - Indeed
		1136992	Interviewed	Website - TimeWarner Careers
		1137398	Hired	Job Fair - General
		1138766	Applicant	Internet - DirectEmployers
		1144193	Hired	Website - TimeWarner Careers
		1144447	Interviewed	Website - TimeWarner Careers
		8988006	Applicant	Website - TimeWarner Careers
		9316098	Applicant	Internet - DiversityInc.com
		9482360	Applicant	Website - TimeWarner Careers
			Total	21
97836BR	Rep, Customer Care	10169847	Applicant	Website - TimeWarner Careers
		10255032	Applicant	Website - FMC Divestiture 2009
		10268695	Applicant	Internet - DiversityInc.com
		10271354	Applicant	Website - TimeWarner Careers
		10280459	Applicant	Website - TimeWarner Careers
		10283313	Applicant	Website - TimeWarner Careers
		10294410	Applicant	Internet - DirectEmployers
		10350994	Applicant	Website - TimeWarner Careers
		10361694	Interviewed	Website - TimeWarner Careers
		10362230	Applicant	Website - TimeWarner Careers
		10368724	Applicant	Internet - DirectEmployers
		10395781	Applicant	Website - TimeWarner Careers
		10427358	Applicant	Website - TimeWarner Careers
		10437355	Applicant	Website - TimeWarner Careers
		10443462	Applicant	Website - TimeWarner Careers
		10450248	Applicant	Website - TimeWarner Careers
		10458345	Applicant	Website - TimeWarner Careers
		10490139	Interviewed	Internet - DirectEmployers
		7027345	Applicant	Website - TimeWarner Careers
		7437407	Applicant	Website - TimeWarner Careers
		9265692	Applicant	Website - TimeWarner Careers
		9478531	Hired	Website - TimeWarner Careers
		9954717	Applicant	Website - TimeWarner Careers
			Total	23
97111BR	Tech, Service Union	10073144	Applicant	Website - TimeWarner Careers

Report ID: TWHR84N
 FCC Sourcing Detail Report
 FCC Unit: 12071 - Ulica
 County: Oneida
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

PeopleSoft
 FCC SOURCING DETAIL REPORT

Page No. 4
 Run Date 09/01/2009
 Run Time 16:49:57

Requisition No	Job Title	Candidate ID	Last In Status	Source Description
9711BR	Tech, Service Union	10116282	Applicant	Website - TimeWarner Careers
		10167981	Applicant	Website - TimeWarner Careers
		10192941	Applicant	Website - TimeWarner Careers
		10216129	Applicant	Website - TimeWarner Careers
		10218630	Applicant	Website - TimeWarner Careers
		10237506	Applicant	Website - TimeWarner Careers
		10239928	Hired	Referral - TW Cable Employee Referral
		10276845	Interviewed	Website - TimeWarner Careers
		10284940	Applicant	Website - TimeWarner Careers
		10287829	Hired	Website - TimeWarner Careers
		10309442	Applicant	Website - TimeWarner Careers
		4653978	Applicant	Website - TimeWarner Careers
		Total	13	
		1207 Total	133	

Referral Source Addendum

FCC: Unit: 12071 – Utica

Requisition #	Candidate ID	Original Referral Source	Updated Referral Source
105342BR	9334714	Ad – General	Ad – Utica Dispatch Observer
111387BR	11137398	Job Fair – General	Job Fair – SUNY IT