

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. - 20090929AHT

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 # HQ452		
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 BROOMFIELD, CO		
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>Janet Parker</i>	Title	VP, HR
Date	<i>Sept 2 2009</i>	Name of Respondent	JANET PARKER
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 Recruitment Initiatives

CFR § 76.75 (b) (2)

Time Warner Cable – Corporate – Broomfield, CO
FCC Unit: HQ452

1. *Participation in at least two job fairs by personnel who have substantial responsibility in the making of hiring decisions*

- a. On September 18 and 19, 2008, the Talent Acquisition Manager and three recruiters participated in the National Black MBA Association National Conference Career Fair in Washington, DC. The event hosted approximately 5,000 people within various industries. The recruiters that attended provided information regarding current job openings and career opportunities within the organization. The job fair targeted diverse individuals and provided job seekers with a forum to learn about communications industry opportunities with companies that support a diverse work environment. In this effort, the Company focused on presenting diverse individuals with opportunities within the Communications Industry.
- b. On January 29, 2009, the Director, ODN Mistro attended a Career Fair at Colorado University, in Boulder, CO. The event hosted approximately 1,000 students, many with engineering backgrounds appropriate for our hiring needs. We have successfully identified interns for our program through this career fair. The job fair targeted diverse individuals. In this effort, the Company focused on presenting diverse individuals with opportunities within the Communications Industry.

2. *Participation in at least two events sponsored by community groups active in cable employment issues (including conventions, career days, and workshops).*

- a. The Talent Acquisition Manager, along with the Senior Manager, Director, and VP of Human Resources attended the WICT Leadership Conference in Washington, DC on April 1-2, 2009. The event was attended by over 500 people from the cable and programming industries. This conference is directed toward all leaders in the industry, not just people leaders, but individuals interested in leadership of their careers and professional development. Attendance results in long term relationships across the county and across varying functions within the industry. A TWC Communications Manager located in Denver, was one of the speakers in a WICT panel.
- b. On January 27, 2009, the HR Manager, 2 VPs and a few employees from the Broomfield office attended the WICT Tech It Out event held at the Denver Cable Center. Two VPs of the group were featured speakers on the agenda. The event was focused on new trends in cutting-edge technology, innovation and competition.

Report ID: TWHR83N
 FCC Source Evaluation Report
 FCC Unit: HQ452 - Broomfield
 County: Broomfield
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Conversion - Contractor	31	29	29
Internet - Dice.com	2	0	0
Internet - Indeed	3	0	0
Internet - LinkedIn	1	0	0
Referral - Manager	1	1	1
Referral - TW Cable Employee Referral	3	2	2
Website - TimeWarner Careers	163	11	8
HQ452 Totals	204	43	40

PeopleSoft
FCC SOURCING REPORT

Report ID: TWIHR83N
FCC Sourcing Report
FCC Unit: H0452 - Broomfield
County: Broomfield
Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
105950BR	Sr Engineer	Website - TimeWarner Careers	1	1
		Total	1	1
105952BR	Sr Engineer	Website - TimeWarner Careers	1	1
		Total	1	1
106153BR	Sr Engineer	Conversion - Contractor	1	1
		Total	1	1
106157BR	Sr Engineer	Conversion - Contractor	1	1
		Total	1	1
106160BR	Sr Engineer	Conversion - Contractor	1	1
		Total	1	1
106175BR	Sr Engineer	Website - TimeWarner Careers	1	1
		Total	1	1
106180BR	Sr Engineer	Conversion - Contractor	1	1
		Total	1	1
106183BR	Sr Engineer	Conversion - Contractor	1	1
		Total	1	1
106186BR	Sr Engineer	Conversion - Contractor	1	1
		Total	1	1
106187BR	Sr Engineer	Conversion - Contractor	1	1
		Total	1	1
106204BR	Sr Engineer	Conversion - Contractor	1	1
		Website - TimeWarner Careers	1	0
		Total	2	1
106210BR	Sr Engineer	Conversion - Contractor	1	1
		Total	1	1
106213BR	Sr Engineer	Conversion - Contractor	1	1
		Total	1	1
106215BR	Sr Engineer	Conversion - Contractor	1	1
		Total	1	1
106218BR	Sr Engineer	Conversion - Contractor	1	1
		Total	1	1

Report ID: TWIHR83N
FCC Sourcing Report
FCC Unit: HQ452 - Broomfield
County: Broomfield
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

PeopleSoft
FCC SOURCING REPORT

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
106219BR	Sr Engineer	Conversion - Contractor	1	1
		Total	1	1
106232BR	Sr Project Mgr	Website - TimeWarner Careers	1	1
		Total	1	1
106235BR	Engineer	Conversion - Contractor	1	1
		Total	1	1
106236BR	Engineer	Conversion - Contractor	2	2
		Website - TimeWarner Careers	1	1
		Total	3	3
106237BR	Sr Engineer	Conversion - Contractor	1	1
		Website - TimeWarner Careers	1	1
		Total	2	2
106238BR	Writer, Technical	Conversion - Contractor	1	1
		Total	1	1
106240BR	Engineer	Conversion - Contractor	1	1
		Total	1	1
106241BR	Engineer	Conversion - Contractor	1	1
		Total	1	1
106242BR	Engineer	Conversion - Contractor	1	1
		Total	1	1
106260BR	Sr Engineer	Conversion - Contractor	1	1
		Total	1	1
106261BR	Engineer	Conversion - Contractor	2	2
		Website - TimeWarner Careers	1	1
		Total	3	3
106668BR	Administrative Assistant	Website - TimeWarner Careers	1	1
		Total	1	1
107679BR	Rep, Project	Referral - TW Cable Employee Referral	1	1
		Website - TimeWarner Careers	1	0
		Total	2	1
107687BR	Sr Analyst, Technical	Conversion - Contractor	1	1

PeopleSoft
FCC SOURCING REPORT

Report ID: TWIHR83N
FCC Sourcing Report
FCC Unit: HQ452 - Broomfield
County: Broomfield
Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
107689BR	Analyst, Technical	Conversion - Contractor	1	1
		Total	1	1
109341BR	Principal Engineer	Conversion - Contractor	1	1
		Total	1	1
110226BR	Engineer	Referral - TW Cable Employee Referral	1	1
		Total	1	1
111428BR	Sr Project Mgr	Website - TimeWarner Careers	1	0
		Referral - Manager	1	1
		Total	2	1
112162BR	Sr Engineer	Conversion - Contractor	1	1
		Total	1	1
112375BR	Sr Engineer	Conversion - Contractor	1	1
		Total	1	1
		HQ45 Totals	43	40

PeopleSoft
FCC SOURCING DETAIL REPORT

Report ID: TWIHR84N
FCC Sourcing Detail Report
FCC Unit: HQ452 - Broomfield
County: Broomfield
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
105950BR	Sr Engineer	10649058	Applicant	Website - TimeWarner Careers
		10669355	Applicant	Website - TimeWarner Careers
		10670055	Hired	Website - TimeWarner Careers
		4489337	Applicant	Website - TimeWarner Careers
		5697942	Applicant	Website - TimeWarner Careers
		9795016	Applicant	Website - TimeWarner Careers
		Total	6	
105952BR	Sr Engineer	10649058	Applicant	Website - TimeWarner Careers
		10669355	Applicant	Website - TimeWarner Careers
		4489337	Applicant	Website - TimeWarner Careers
		5416415	Hired	Website - TimeWarner Careers
		5697942	Applicant	Website - TimeWarner Careers
		9795016	Applicant	Website - TimeWarner Careers
		Total	6	
106153BR	Sr Engineer	10615781	Applicant	Website - TimeWarner Careers
		10689309	Applicant	Website - TimeWarner Careers
		10690113	Hired	Conversion - Contractor
		10692517	Applicant	Website - TimeWarner Careers
		10712731	Applicant	Website - TimeWarner Careers
		Total	5	
106157BR	Sr Engineer	10615781	Applicant	Website - TimeWarner Careers
		10689309	Applicant	Website - TimeWarner Careers
		10689385	Hired	Conversion - Contractor
		10692517	Applicant	Website - TimeWarner Careers
		4088578	Applicant	Website - TimeWarner Careers
		Total	5	
106160BR	Sr Engineer	10575888	Applicant	Website - TimeWarner Careers
		10687998	Applicant	Website - TimeWarner Careers
		10689168	Hired	Conversion - Contractor
		10692368	Applicant	Website - TimeWarner Careers
		10693891	Applicant	Website - TimeWarner Careers
		8244979	Applicant	Website - TimeWarner Careers
		Total	7	
106175BR	Sr Engineer	10615781	Applicant	Website - TimeWarner Careers
		10622346	Applicant	Website - TimeWarner Careers
		10689309	Applicant	Website - TimeWarner Careers
		10691704	Applicant	Website - TimeWarner Careers
		10692517	Applicant	Website - TimeWarner Careers
		8244979	Hired	Website - TimeWarner Careers

PeopleSoft
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FCC Unit: HQ452 - Broomfield
County: Broomfield
Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
106180BR	Sr Engineer	10615781	Applicant	Website - TimeWarner Careers
		10622346	Applicant	Website - TimeWarner Careers
		10688892	Hired	Conversion - Contractor
		10689309	Applicant	Website - TimeWarner Careers
		10691704	Applicant	Website - TimeWarner Careers
	Total	9861946	Applicant	6
106183BR	Sr Engineer	10622346	Applicant	Website - TimeWarner Careers
		10691704	Applicant	Website - TimeWarner Careers
		10883213	Hired	Conversion - Contractor
		4088578	Applicant	Website - TimeWarner Careers
		9861946	Applicant	Website - TimeWarner Careers
	Total		5	
106186BR	Sr Engineer	10615781	Applicant	Website - TimeWarner Careers
		10622346	Applicant	Website - TimeWarner Careers
		10689309	Applicant	Website - TimeWarner Careers
		10691704	Applicant	Website - TimeWarner Careers
		4931814	Hired	Conversion - Contractor
	Total	9861946	Applicant	6
106187BR	Sr Engineer	10615781	Applicant	Website - TimeWarner Careers
		10622346	Applicant	Website - TimeWarner Careers
		10689309	Applicant	Website - TimeWarner Careers
		10691549	Hired	Conversion - Contractor
		10691704	Applicant	Website - TimeWarner Careers
	Total	10622517	Applicant	6
106204BR	Sr Engineer	10615781	Applicant	Website - TimeWarner Careers
		10622346	Applicant	Website - TimeWarner Careers
		10689309	Applicant	Website - TimeWarner Careers
		10691549	Hired	Conversion - Contractor
		10691704	Applicant	Website - TimeWarner Careers
	Total		7	
106210BR	Sr Engineer	10615781	Applicant	Website - TimeWarner Careers
		10689309	Applicant	Website - TimeWarner Careers
		10692416	Hired	Conversion - Contractor
		10695455	Interviewed	Website - TimeWarner Careers
		9088842	Applicant	Internet - Dice.com
	Total		7	

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County: Broomfield
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
106210BR	Sr Engineer	4088578	Applicant	Website - TimeWarner Careers
		9088842	Applicant	Internet - Dice.com
			Total	
106213BR	Sr Engineer	10575888	Applicant	Website - TimeWarner Careers
		10687998	Applicant	Website - TimeWarner Careers
		10692368	Applicant	Website - TimeWarner Careers
		10693891	Hired	Conversion - Contractor
		10697810	Applicant	Website - TimeWarner Careers
			Total	
106215BR	Sr Engineer	10615781	Applicant	Website - TimeWarner Careers
		10622346	Applicant	Website - TimeWarner Careers
		10689309	Applicant	Website - TimeWarner Careers
		10691704	Applicant	Website - TimeWarner Careers
		10692416	Applicant	Website - TimeWarner Careers
		9088842	Hired	Conversion - Contractor
			Total	
106218BR	Sr Engineer	10615781	Applicant	Website - TimeWarner Careers
		10622346	Applicant	Website - TimeWarner Careers
		10689309	Hired	Conversion - Contractor
		10691704	Applicant	Website - TimeWarner Careers
		10692416	Applicant	Website - TimeWarner Careers
		9088842	Applicant	Website - TimeWarner Careers
			Total	
106219BR	Sr Engineer	10615781	Applicant	Website - TimeWarner Careers
		10689309	Applicant	Website - TimeWarner Careers
		10692416	Applicant	Website - TimeWarner Careers
		10695185	Hired	Conversion - Contractor
		9088842	Applicant	Website - TimeWarner Careers
			Total	
106232BR	Sr Project Mgr	10587031	Applicant	Website - TimeWarner Careers
		10689425	Hired	Website - TimeWarner Careers
		10714454	Applicant	Website - TimeWarner Careers
		6228497	Applicant	Website - TimeWarner Careers
		8962764	Applicant	Website - TimeWarner Careers
			Total	
106235BR	Engineer	10575888	Applicant	Website - TimeWarner Careers
		10687998	Applicant	Website - TimeWarner Careers
		10689833	Hired	Conversion - Contractor
		10692368	Applicant	Website - TimeWarner Careers

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Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
106235BR	Engineer	10693891	Applicant	Website - TimeWarner Careers
		10697810	Applicant	Website - TimeWarner Careers
	Total			
106236BR	Engineer	10694165	Hired	Conversion - Contractor
		10694443	Hired	Conversion - Contractor
		10694613	Applicant	Website - TimeWarner Careers
		10697960	Applicant	Website - TimeWarner Careers
		10729078	Applicant	Website - TimeWarner Careers
		319244	Applicant	Website - TimeWarner Careers
	Total			
106237BR	Sr Engineer	10575888	Applicant	Website - TimeWarner Careers
		10687998	Applicant	Website - TimeWarner Careers
		10692368	Applicant	Website - TimeWarner Careers
		10693647	Hired	Conversion - Contractor
		10693891	Applicant	Website - TimeWarner Careers
		10694165	Applicant	Website - TimeWarner Careers
		10696855	Hired	Website - TimeWarner Careers
		10697810	Applicant	Website - TimeWarner Careers
	Total			
106238BR	Writer, Technical	10692070	Hired	Conversion - Contractor
		10709360	Applicant	Website - TimeWarner Careers
		10720312	Applicant	Website - TimeWarner Careers
		10722840	Applicant	Website - TimeWarner Careers
		10726935	Applicant	Website - TimeWarner Careers
	Total			
106240BR	Engineer	10689371	Applicant	Website - TimeWarner Careers
		10689756	Hired	Conversion - Contractor
		10690583	Applicant	Website - TimeWarner Careers
		10692416	Applicant	Website - TimeWarner Careers
		4906511	Applicant	Website - TimeWarner Careers
		9046895	Applicant	Website - TimeWarner Careers
	Total			
106241BR	Engineer	10689371	Hired	Conversion - Contractor
		10689756	Applicant	Website - TimeWarner Careers
		10690583	Applicant	Website - TimeWarner Careers
		4906511	Applicant	Website - TimeWarner Careers
	Total			

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County: Broomfield
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
107687BR	Sr Analyst, Technical	4119644	Applicant	Website - TimeWarner Careers
		8474308	Hired	Conversion - Contractor
		9222260	Applicant	Website - TimeWarner Careers
	Total		4	
107689BR	Analyst, Technical	1074333	Applicant	Website - TimeWarner Careers
		10800475	Applicant	Website - TimeWarner Careers
		10808097	Applicant	Website - TimeWarner Careers
		9278007	Hired	Conversion - Contractor
	Total		4	
109341BR	Principal Engineer	10934305	Hired	Conversion - Contractor
	Total		1	
110226BR	Engineer	10766419	Applicant	Website - TimeWarner Careers
		10780553	Applicant	Website - TimeWarner Careers
		10795586	Applicant	Website - TimeWarner Careers
		10879876	Applicant	Website - TimeWarner Careers
		10907657	Applicant	Website - TimeWarner Careers
		10934305	Applicant	Conversion - Contractor
		10953274	Applicant	Conversion - Contractor
		4925265	Hired	Referral - TW Cable Employee Referral
		5348786	Applicant	Internet - LinkedIn
	Total		9	
111428BR	Sr Project Mgr	10724737	Interviewed	Website - TimeWarner Careers
		11100372	Applicant	Website - TimeWarner Careers
		11101284	Applicant	Website - TimeWarner Careers
		11103269	Applicant	Website - TimeWarner Careers
		11109884	Applicant	Website - TimeWarner Careers
		11142882	Applicant	Referral - TW Cable Employee Referral
		8243204	Hired	Referral - Manager
	Total		7	
112162BR	Sr Engineer	11140039	Applicant	Website - TimeWarner Careers
		11141117	Applicant	Website - TimeWarner Careers
		11141506	Applicant	Internet - Indeed
		11142224	Hired	Conversion - Contractor
		8755731	Applicant	Internet - Indeed
	Total		5	
112375BR	Sr Engineer	10201794	Applicant	Website - TimeWarner Careers
		11091329	Applicant	Website - TimeWarner Careers
		11149620	Applicant	Internet - Indeed
		11150004	Hired	Conversion - Contractor

PeopleSoft
 FCC SOURCING DETAIL REPORT

Report ID: TWIHR84N
 FCC Sourcing Detail Report
 FCC Unit: HQ452 - Broomfield
 County: Broomfield
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
112375BR	Sr Engineer	11150426	Applicant	Website - TimeWarner Careers
		6723049	Applicant	Website - TimeWarner Careers
		Total	6	
		HQ45 Total	204	