

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 - 20090928AJI

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 # HQ453		
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 FAIRFAX, VA		
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 – Regional Data Center
FCC Unit: HQ453

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

- a. On September 18th & 19th 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. In August 2008, a recruiter the Time Warner Cable Corporate attended the ASCEND (Pan-Asian leaders in Finance and Accounting) Conference and Career Fair in New York City, NY. This conference and career fair was to bring together professionals in the field of finance accounting and other related businesses. The human resources (Talent Acquisition) representative provided information regarding current job openings and career opportunities across the TWC enterprise. The job fair targeted Finance and Accounting professionals with various skills, such as CIO's, financial managers, financial accountants, project managers and financial analysts.

2. *Establishment of training programs designed to enable unit personnel to acquire skills to qualify them for higher-level positions.*

- a. Time Warner Cable Corporate – Regional Data Center offered the Managing for Results training workshop to all people leaders in 2008. This workshop is a comprehensive management development program that has been designed in conjunction with Right Management, one of the top consulting firms in the area of leadership development. The program provides fundamental tools to enhance managerial capability and is closely linked to many of Time Warner Cable's core practices. This program consists of 4 modules where participants (People Managers) attend 4 separate training sessions (modules). The content of the modules focuses on: Overview: 4 module program where participants (Directors) attend a training session 2 times a month for 2 months, along with participating in the 360 feedback process. The content of the modules will focus on: Leadership and Communication, Building a High Performance Team, Motivating and Developing Employees, and Challenging Conversations. These sessions were held on September 16th and 18th, and then October 14th and 16th. There were 16 people in attendance.

Time Warner Cable Corporate - Regional Data Center, FCC HQ453
 Recruitment Sources
 July 1, 2008 - June 31, 2009

Name of Source	Address	City	State	Zip Code	Phone	Fax	E-Mail	Website
Austin Area Urban League, Inc	1033 La Posada Dr, Suite 150	Austin	TX	78752	478-7176	478-1239	info@aauul.org	www.aauul.org
Capital City Trade & Technical	205 E. Riverside Dr	Austin	TX	78704	444-3257	444-0944	careerservices@austintn.rr.com	
Columbus Urban League, Inc		Columbus	OH				wpuillen@cuf.org	http://www.devry.edu/locations/campuses/loc_columbu
Devy University	1350 Alum Creek Dr.	Columbus	OH	43209	614-253-7291		kmam@devry.edu	scampus.jsp
Devy University	2450 Crystal Dr.	Arlington	VA	22202	703-414-4000		thood@devry.edu	Thomas Hood
Eastland Fairfield Career & Technical Schools	4300 Amalgamated Pl	Groveport	OH	43125	614-836-4541		mhill@efcts.us	http://www.eastlandfairfield.com/
ITT Technical Institute-Hilliard	3781 Park Mill Run Drive	Hilliard	OH	43026	614-771-4888		dpuigano@iit-tech.edu	http://www.it-
Northern Virginia Urban League	1315 Duke Street	Alexandria	VA	22314	703-836-2858	703-836-8948	novat2858@aol.com	tech.edu/campus/school.cfm?loc_num=22
Professional Career Associates	6001 W. Palmer Ln, Suite 370	Austin	TX	78727	338-9144	346-9149	pcsa@careerassociates.com	Tyrone Moorer
SW Institute of Technology & Capitol City Career	5424 Hwy. 290, Suite 200	Austin	TX	78735	892-2433	892-5457	careerdevelopment@austintn.rr.com	www.pcsa@careerassociates.com
The George Washington University Alumni Career Center	Old Main, Suite 200, 1922 F Street, NW	Washington	DC	20052	202-994-6495		gwcarctr@gwu.edu	
Tri-County Adult Career Center	15676 State Route 691	Nelsonville	OH	45764	(740) 753-3511		tc_kmokinley@seovec.org	http://www.seorf.ohiou.edu/~xx079/Tri-
Veterans Service Commission	75 East Main Street	Newark	OH	43085	(740) 670-5430	(740) 670-5434	lcuets@alink.com	County Adult Career Center.htm
Virginia Employment Commission	100 Premier Place	Winchester	VA	22602	540-722-3415	540-722-3418	winchester@vec.virginia.gov	http://www.lccounty.com/vsc/
Virginia Employment Commission	13135 Lee Jackson Memorial Highway	Fairfax	VA	1907	703-803-0000	703-803-0042	fairfax@vec.virginia.gov	Gene Schultz
Virginia Employment Commission	5920 Cherokee Ave.	Alexandria	VA	22312	703-813-1300	703-813-1380	alexandria@vec.virginia.gov	Myra Mobley
Virginia Employment Commission	3501 Lafayette Boulevard	Fredricksburg	VA	22404	540-899-3806	540-891-3128	fredricksburg@vec.virginia.gov	Joe Wysocki
								Becky Spriazza

Report ID: TWHR83N
 FCC Source Evaluation Report
 FCC Unit: HQ453 - Corporate Regional Data Center
 Country: Fairfield
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Conversion - Contractor	3	3	3
Direct Sourcing - Recruiter Cold Call	3	2	1
Direct Sourcing - Recruiter Networking	2	2	1
Internet - Career Builders	1	0	0
Internet - Craigslist.com	1	0	0
Internet - DirectEmployers	1	1	0
Internet - Indeed	1	0	0
Internet - Monster	3	0	0
Referral - Manager	1	1	1
Referral - TW Cable Employee Referral	1	1	1
Website - TimeWarner Careers	47	9	1
HQ453 Totals	64	19	8

PeopleSoft
 FCC SOURCING REPORT

Report ID: TWHR83N
 FCC Sourcing Report
 FCC Unit: HQ453 - Corporate Regional Data Center
 County: Fairfield
 Vacancies filled from 01-JUL-2008 thru 30-JUN-2009

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
111690R	Director, Govt & Public Affs	Website - TimeWarner Careers	3	0
		Referral - Manager	1	1
		Total	4	1
111056BR	Executive Assistant	Website - TimeWarner Careers	2	0
		Total	2	0
106405BR	Engineer	Conversion - Contractor	1	1
		Total	1	1
106141BR	Engineer	Conversion - Contractor	1	1
		Total	1	1
100647BR	Account Executive 2 Commercial	Direct Sourcing - Recruiter Networking	2	1
		Website - TimeWarner Careers	2	0
		Internet - DirectEmployers	1	0
		Total	5	1
105859BR	Engineer	Direct Sourcing - Recruiter Cold Call	1	0
		Conversion - Contractor	1	1
		Total	2	1
110082BR	Sr Engineer	Website - TimeWarner Careers	1	1
		Total	1	1
103673BR	Associate Engineer	Direct Sourcing - Recruiter Cold Call	1	1
		Website - TimeWarner Careers	1	0
		Total	2	1
101639BR	Associate Engineer	Referral - TW Cable Employee Referral	1	1
		Total	1	1
		HQ45 Totals	19	8

PeopleSoft
FCC SOURCING DETAIL REPORT

Report ID: TWHR84N
FCC Sourcing Detail Report
FCC Unit: HQ453 - Corporate Regional Data Center
County: Fairfield
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
111690BR	Director, Govt & Public Affs	1111282	Hired	Referral - Manager
		1111249	Applicant	Internet - Indeed
		1112509	Interviewed	Website - TimeWarner Careers
		1112822	Interviewed	Website - TimeWarner Careers
		11145512	Interviewed	Website - TimeWarner Careers
	Total	7000365	Applicant	6
111056BR	Executive Assistant	10993658	Applicant	Website - TimeWarner Careers
		11072456	Applicant	Website - TimeWarner Careers
		11073466	Interviewed	Website - TimeWarner Careers
		11074148	Interviewed	Website - TimeWarner Careers
		11077539	Applicant	Website - TimeWarner Careers
	Total		5	
106405BR	Engineer	10711922	Applicant	Website - TimeWarner Careers
		10910521	Applicant	Website - TimeWarner Careers
		4213148	Applicant	Website - TimeWarner Careers
		5065258	Applicant	Website - TimeWarner Careers
		8283683	Hired	Conversion - Contractor
	Total		5	
106141BR	Engineer	10257301	Applicant	Website - TimeWarner Careers
		10693146	Hired	Conversion - Contractor
		4906511	Applicant	Website - TimeWarner Careers
		5115109	Applicant	Website - TimeWarner Careers
		7755517	Applicant	Website - TimeWarner Careers
	Total		5	
100647BR	Account Executive 2 Commercial	10389665	Applicant	Internet - Career Builders
		10433036	Applicant	Website - TimeWarner Careers
		10446607	Interviewed	Internet - DirectEmployers
		10557838	Hired	Direct Sourcing - Recruiter Networking
		10557862	Interviewed	Direct Sourcing - Recruiter Networking
		10557876	Interviewed	Website - TimeWarner Careers
		6722534	Interviewed	Website - TimeWarner Careers
	Total		7	
105859BR	Engineer	10702122	Applicant	Internet - Monster
		10703161	Applicant	Website - TimeWarner Careers
		10703848	Applicant	Website - TimeWarner Careers
		10707720	Applicant	Website - TimeWarner Careers
		10722492	Applicant	Internet - Monster
	Total	10880401	Applicant	
		10882237	Applicant	

PeopleSoft
FCC SOURCING DETAIL REPORT

Report ID: TWHR84N
FCC Sourcing Detail Report
FCC Unit: HQ453 - Corporate Regional Data Center
County: Fairfield
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
105859BR	Engineer	11159226	Hired	Conversion - Contractor
		1805756	Applicant	Website - TimeWarner Careers
		2377925	Applicant	Website - TimeWarner Careers
		6235187	Applicant	Website - TimeWarner Careers
		6974492	Applicant	Website - TimeWarner Careers
		8114141	Applicant	Internet - Monster
110082BR	Sr Engineer	8761816	Applicant	Website - TimeWarner Careers
		9244615	Interviewed	Direct Sourcing - Recruiter Cold Call
		Total	15	
103673BR	Associate Engineer	10025263	Applicant	Website - TimeWarner Careers
		10813078	Hired	Website - TimeWarner Careers
		10997867	Applicant	Website - TimeWarner Careers
		11002702	Applicant	Website - TimeWarner Careers
		11005949	Applicant	Website - TimeWarner Careers
		Total	5	
101638BR	Associate Engineer	10526040	Applicant	Website - TimeWarner Careers
		10529025	Applicant	Website - TimeWarner Careers
		10535370	Applicant	Website - TimeWarner Careers
		10536837	Applicant	Website - TimeWarner Careers
		10537865	Applicant	Direct Sourcing - Recruiter Cold Call
		5007462	Interviewed	Website - TimeWarner Careers
		7573475	Hired	Direct Sourcing - Recruiter Cold Call
		8960651	Applicant	Website - TimeWarner Careers
Total	8			
101639BR	Associate Engineer	10460770	Applicant	Website - TimeWarner Careers
		4985441	Applicant	Internet - Craigslist.com
		5619236	Applicant	Website - TimeWarner Careers
		7138319	Applicant	Website - TimeWarner Careers
		9128597	Applicant	Website - TimeWarner Careers
Total	5			
101639BR	Associate Engineer	10180087	Applicant	Website - TimeWarner Careers
		4578174	Hired	Referral - TW Cable Employee Referral
		5621077	Applicant	Website - TimeWarner Careers
Total	3			
HQ45 Total			64	