

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. B396 - 20090928AJR

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 # 10188		
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 POTTER, PA		
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 - Coudersport, PA

FCC Unit: 10188

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

- a. Western New York Job Fair – sponsored by Regent Broadcasting Group of Buffalo, NY. This job fair occurred on March 11, 2009 at the Buffalo Convention Center in New York and is one of the largest annual diversity recruiting events in the Western New York area. There were 26 companies participating this year, representing a cross section of industries for our market. This gave our company the opportunity to demonstrate to job seekers the many career paths one could take with Time Warner Cable. A recruiter and HR Manager provided information regarding current job openings in Coudersport, Herndon, and Charlotte. The event was well attended estimating 1,500 job seekers and approximately 500 stopping by our booth.
- b. The unit also participated in the National Black MBA Association National Conference Career Fair in September 2008 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.

2. *Provided training to management level personnel in methods of ensuring equal employment opportunity and preventing discrimination.*

- a. Bring Out the Best in Others (Course + Skill Session) Overview: This training allows people to discuss other successful groups and their traits, the importance of relationships and how to build them, people's needs at work beyond pay and benefits; and facilitating the work of others. The skill session will focus on specific actions that supervisors and specific teams can take to bring out the best in each other like: learn basic facilitation skills that bring out the best in people, complete activities that model working together to solve a problem, identify the best people to work on a project, and focus on problem solving instead of blaming. This session was held on September 9, 2008. There were 8 people leaders in attendance.
- b. Harassment Avoidance class Overview: This harassment prevention course provides basic information for preventing discriminatory harassment, including sexual harassment, in the workplace. This course includes an overview of Title VII of the Civil Rights Act as amended by the Equal Employment Opportunity Act, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and the Civil Rights Act. The session was held on September 16, 2008 and 14 People Leaders were in attendance. This course was given by TWC's Senior Counsel, Labor.

Time Warner Cable Corporate - Coudersport, FCC 10188
 Recruitment Outreach Source
 July 1, 2008 - June 30, 2009

Name of Source Buffalo NY Outreach	Address	City	State	Zip Code	Phone	Extension	Fax	E-Mail	Website	Contact Person	Notes
Bryant & Stratton Business Institute	465 Main St. Suite 400	Buffalo	NY	14203	716-884-9120	230	716-819-0017	dwestbrook@bivmstratton.edu		Diane Westbrook, Career Services Dept.	2yr college including technical
Buffalo Employment & Training Center (BETC)	77 Goodell St.	Buffalo	NY	14203	716-856-8139	3104	716-856-5670	mmasek2@hotmail.com	www.workforcebuffalo.org	Marian Smith	Training center for unemployed and underemployed
Buffalo Niagara HR Association	P.O. Box 434	North Tonawanda	NY	14210	716-662-0867		716-692-5794	post jobs to website	www.bnhr.org	Jean Hellert, Chapter Administrator	Local HR Association
Buffalo Niagara Enterprise	665 Main St. Suite 200	Buffalo	NY	14203	716-842-1357		716-842-1724	mcunningham@thebamersh.jp.org	www.buffaloniagara.org	Monique Cimmongia, Diana Johnson, Career Center	Chamber of Commerce
Canisius College	2001 Main St.	Buffalo	NY	14208	716-888-2475		716-888-3212	johnson5@canisius.edu	www.canisius.edu		4yr college
Daemen College	4380 Main St.	Snyder	NY	14226	716-839-8334		716-839-8439	mhuber@daemen.edu	www.daemen.edu	Maureen Pernick Huber	4 yr college
Dept of Veteran Affairs	111 West Huron St.	Buffalo	NY	14202	716-857-3369		716-857-3373	jennifer.carpenier@vba.va.gov	www.vba.va.gov/ro/buffalo	Jennifer Carpenier, Regional Office	Veteran Administration
Empire State College	617 Main St.	Buffalo	NY	14203	716-863-7706	372		colleen.reedy@esc.edu	www.esc.edu	Colleen Reedy, Program Coordinator and Student Recruiter	4yr distant learning college
Erie Community College North Campus	6205 Main St.	Williamsville	ny	14221	716-270-2847		716-851-1483	sneeden@ecc.edu	www.ecc.edu	Mariene Snedden, North Campus	2 yr college-3 campuses
Erie Community College City Campus	121 Ellicott St.	Buffalo	NY	14203	716-851-1183		716-851-1193	erc@ecc.edu	www.ecc.edu	Ms. Barbara House	2yr college-3 campuses
Erie Community College South Campus	S4041 Southwestern Blvd.	Orchard Park	NY	14217	716-851-1683		716-851-2829	stewart@ecc.edu	www.ecc.edu	Patricia Stewart, Career Resource Center	2yr college-3 campuses
EveryWoman Opportunity Center	237 Main St.	Buffalo	NY	14203	716-847-1120		716-847-1550	iwashington@everywoman.org	www.everywoman.org	Ivy Diggs-Washington	not-for-profit agency catering to displaced homemakers
Goodwill Industries of WNY	1119 Williams St. 5200 South Park Ave.	Buffalo	NY	14206	716-854-3494		716-854-3327	danielcolpoys@hotmail.com	www.goodwillwny.org	Daniel Colpoys	provide job training, educational opportunities and job placement to disabled and other disadvantaged persons
Hilbert College	2295 Millersport HWY, PO Box 327	Hamburg	NY	14075	716-926-8927		716-548-3327	dhanis@hilbert.edu	www.hilbert.edu	Denise Harris	4 yr college
ITT Technical Institute	18 Agassiz Circle	Getzville	NY	14068	716-689-2200	139	716-689-0822	lemyers@itt-tech.edu	www.itt-tech.edu	Lynette Myers	2 yr technical school
Medaille College	1005 Grant St.	Buffalo	NY	14214	716-880-2145		716-884-1887	rbeiter@medaille.edu	www.medaille.edu	Ron Beiter	4 yr college
Native American Community Services	1300 Elmwood Ave.	Buffalo	NY	14207	716-874-2797	314	716-874-1874	mhenhawk@nacswny.org	www.nacswny.org	Marie Henhawk	Provide services for Native American Community
New York College at Buffalo	1300 Elmwood Ave.	Buffalo	NY	14222	716-878-5811		716-878-3152	askedc@buffalostate.edu	www.buffalostate.edu	Mike Ramos	4 yr state college

Time Warner Cable Corporate - Coudersport, FCC 10188
 Recruitment Outreach Source
 July 1, 2008 - June 30, 2009

Name of Source	Address	City	State	Zip Code	Phone	Extension	Fax	E-Mail	Website	Contact Person	Notes
Niagara Community College	3111 Saunders Settlement Rd.	Sanborn	NY	14132	716-614-6290		716-614-6819	post jobs to website	www.niagaracc.suny.edu	Jane	2 yr college
Niagara County Employment and Training	1001 Eleventh St.	Niagara Falls	NY	14301	716-278-8109		716-278-8158	kathryn.beckhorn@niagaracounty.com	www.worksource1.com	Kathy Beckhorn	Employment and training center for unemployed and underemployed
Niagara University		Niagara University	NY	14109	716-285-1212		716-286-8535	mis@niagara.edu	www.niagara.edu	Michael Skowronski	4 yr college
St. Bonaventure University	216 Reilly Center	St. Bonaventure University	NY	14778	716-375-2355		716-375-2381	rcaya@sbu.edu	www.sbu.edu	Ms. Renee Caya Bizzaro	4y college serves Buffalo and Coudersport
St. Bonaventure University	3261 W. State St.	St. Bonaventure University	NY	14778				career@sbu.edu	www.sbu.edu	Connie Whitcomb	Director Career Center/4 yr college
State University of NY at Buffalo	222 Norton Hall	Buffalo	NY	14260	716-645-2234		716-645-6710	garrett@acsu.buffalo.edu	www.buffalo.edu	Patricia Greer	Cora P Maloney College
State University of NY at Buffalo	465 Washington St.	Buffalo	NY	14203	716-849-6727						Educational Opportunity Center- unemployed and underemployed/training
State University of NY at Buffalo	259 Capen Hall	Buffalo	NY	14260	716-645-2232	131	716-645-3829	kevson@buffalo.edu	www.buffalo.edu	Margot Barrett Keyson	Career Services
SUNY @ Fredonia		Fredonia	NY	14063	716-673-3327		716-673-3593	careers@fredonia.edu	www.fredonia.edu	Ed Brodka	Office of Career Development
Supported Services Corporation	245 Elmwood Ave.	Buffalo	NY	14222	716-881-6350		716-881-6294	ssc@buffnet.net	www.supportedservices.co	Christopher LaGrow	Assist people in finding employment
NYS Department of Labor									www.labor.state.ny.us/	Maxine Walter	Post jobs through website
VESID	508 Main St.	Buffalo	NY	14202	716-848-8015		716-848-8103	dmartine@mail.nysed.gov	www.vesid.nysed.gov	Dennis Martinez	Vocational and Educational Services for people with Disabilities
Coudersport PA Outreach											
Elmira College	One Park Place	Elmira	NY	14901	607-735-1830		607-735-1153	eccareers@elmira.edu	www.elmira.edu	Samatha Borthwick	Located in the Southern tier
Genesee Community College Career & Transfer Center	College Road	Batavia	NY	14020	585-343-0055		585-345-6383	jmccowan@genesee.edu	www.genesee.edu	John McGowan	2 yr college outside of Buffalo
Jamestown Community College - SUNY	260 N. Union St. PO Box 5901	Olean	NY	14760	716-376-7561		716-376-7022	fredmoricca@mail.sunyloc.edu	www.sunyloc.edu	Fred Moricca	2 yr college
Jamestown Community College - SUNY	260 N. Union St. PO Box 5901	Olean	NY	14760	800-888-8557			barbaradeike@mail.sunyloc.edu	www.sunyloc.edu	Barbara Deike	2 yr college
PA CareerLink Administrator and Potter County	279 Route 6 West	Coudersport	NY	16915	814-274-9330			tecole@state.pa.us	www.paworkforce.state.pa.us	Terry Cole	Employment and training center for unemployed and underemployed
University of Pittsburg at Bradford	220 Hanley Library 300 Campus Drive	Bradford	PA	16701	814-632-7657			spittler@pitt.edu	www.upb.pitt.edu	Dr. Holly J. Spittler	Director of Career Services

Time Warner Cable Corporate - Coudersport, FCC 10188
 Recruitment Outreach Source
 July 1, 2008 - June 30, 2009

Name of Source	Address	City	State	Zip Code	Phone	Extension	Fax	E-Mail	Website	Contact Person	Notes
Lycoming College	700 College Place, Campus box 154	Williamsport	PA	17701	570-321-4034		570-321-4236	kimble@lycoming.edu	www.lycoming.edu	Peggy Kimble	4 yr college - in PA
St. Bonaventure University	216 Reilly Center	St. Bonaventure University	NY	14778	716-375-2355		716-375-2381	rcaya@sbu.edu	www.sbu.edu	Ms. Renee Caya Bizzaro	4y college serves Buffalo and Coudersport
St. Bonaventure University	3261 W. State St.	St. Bonaventure University	NY	14778				career@sbu.edu	www.sbu.edu	Connie Whitcomb	Director Career Center/4 yr college

Peoplesoft
 FCC SOURCE EVALUATION REPORT

Report ID: TWIHR83N
 FCC Source Evaluation Report
 FCC Unit: 10188 - Coudersport
 County: Potter
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

SOURCE DESCRIPTION	NO APPLICANTS	NO INTERVIEWS	NO HIRES
Internet - Indeed	1	0	0
Internet - computerjobs.com	2	0	0
Referral - TW Cable Employee Referral	1	1	1
Website - TimeWarner Careers	20	9	3
10188 Totals	24	10	4

PeopleSoft
 FCC SOURCING REPORT

Report ID: TWIHR83N
 FCC Sourcing Report
 FCC Unit: 10188 - Coudersport
 County: Potter
 Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

REQUISITION NO	JOB TITLE	SOURCE DESCRIPTION	NO INTERVIEWS	NO HIRES
104898BR	Engineer, Network	Website - TimeWarner Careers	1	1
		Total	1	1
110465BR	Operator Tier 2, NOC	Website - TimeWarner Careers	6	2
		Total	6	2
110998BR	Engineer	Website - TimeWarner Careers	2	0
		Referral - TW Cable Employee Referral	1	1
		Total	3	1
		1018 Totals	10	4

peopleSoft
FCC SOURCING DETAIL REPORT

Report ID: TWIHR84N
FCC Sourcing Detail Report
FCC Unit: 10188 - Coudersport
County: Potter
Vacancies filled from 01-JUL-2008 Thru 30-JUN-2009

Requisition No	Job Title	Candidate ID	Last HR Status	Source Description
104898BR	Engineer, Network	10128651	Applicant	Website - TimeWarner Careers
		10342075	Applicant	Website - TimeWarner Careers
		10465233	Hired	Website - TimeWarner Careers
		10484212	Applicant	Internet - computerJobs.Com
		7502963	Applicant	Website - TimeWarner Careers
		8857481	Applicant	Website - TimeWarner Careers
		9547191	Applicant	Website - TimeWarner Careers
		9709984	Applicant	Internet - computerJobs.Com
		9833350	Applicant	Website - TimeWarner Careers
Total			9	
110465BR	Operator Tier 2, NOC	10387545	Interviewed	Website - TimeWarner Careers
		10427120	Hired	Website - TimeWarner Careers
		10970629	Applicant	Internet - Indeed
		10976893	Applicant	Website - TimeWarner Careers
		10978146	Hired	Website - TimeWarner Careers
		11033164	Interviewed	Website - TimeWarner Careers
		11041114	Interviewed	Website - TimeWarner Careers
		7300538	Applicant	Website - TimeWarner Careers
		8902867	Interviewed	Website - TimeWarner Careers
Total			9	
110998BR	Engineer	11071001	Applicant	Website - TimeWarner Careers
		11075769	Applicant	Website - TimeWarner Careers
		1113058	Hired	Referral - TW Cable Employee Referral
		4044777	Applicant	Website - TimeWarner Careers
		7351998	Interviewed	Website - TimeWarner Careers
		8857481	Interviewed	Website - TimeWarner Careers
Total			6	
1018 Total			24	