

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. - 20080930ABS

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 # 10188

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
 POTTER, PA

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) 07/01/2008 - 07/14/2008

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 [Exhibit 1] any additions 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	
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	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 	Title <i>EVP, Human Resources</i>
Date <i>9-2-08</i>	Name of Respondent KISHA WILKERSON
Telephone No. (include area code) 7047313100	

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

2008 Supplemental Recruitment Efforts, CFR 75.76(b)(2)
Time Warner Cable Corporate - Coudersport, PA, FCC Unit 10188
July 1, 2007 – June 30, 2008

Initiative 1 – Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Diversity & Inclusion for Leaders

To develop “people leader” and individual leader skills pertaining to successfully managing a diverse workforce within an inclusive work environment. Diversity & Inclusion for Leaders is about the way that we treat people – the causes and consequences of Negative Treatment and how we can deliberately build a climate that supports productivity based on Quality Treatment. Diversity & Inclusion for Leaders is about business. It is about the way we include all the people that work with us in the essential business of the organization to create an environment that supports the growth and development of everyone.

During the 7 hour workshop the following areas of concentration were included: Aspects of Diversity; Business Targets-the Learning Loop; Position/Disposition; Negative Treatment; Attitudes Toward Differences; Exclusion Indicators; Quality Treatment; FREAS; and Action Planning-What To Do on Monday.

Event date(s): December 12, 2007
Location(s): Coudersport, PA
Approx number of attendees: 13 people leaders completed the program.
Target audience: People leaders.
Officiating staff member(s): Novations and Human Resources Department.

Essentials of Management

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 6 modules where participants (People Managers) attend a training session 1 day per month for 6 months. The content of the modules focuses on: Leadership and Communication, Knowing and Developing Yourself, Communication and Interpersonal Skills, Motivating and Developing Employees, Managing Employee Performance and Building a Team.

Event date(s): August 30, 2007 – January 3, 2008
Location(s): Coudersport, PA
Approx number of attendees: 14 people leaders completed the program
Target audience: People leaders.
Officiating staff member(s): Right Management and Human Resources Department.

2008 Supplemental Recruitment Efforts, CFR 75.76(b)(2)
Time Warner Cable Corporate - Coudersport, PA, FCC Unit 10188
July 1, 2007 – June 30, 2008

Initiative 2 - Participation in at least two (2) job fairs by personnel who have substantial responsibility of making hiring decisions.

NYS DOL Re-Employment Job Fair

The corporate Buffalo recruiter participated in NYS DOL Re-Employment Job Fair. She spoke to approximately 300 people. Since neither Corporate Buffalo nor the Buffalo Division had open positions to promote she educated attendees on how to apply on-line and set up search agents and promoted the NOC Tech II position in Coudersport and the Spec, HSD Tech Support positions (soon to be posted) for Corporate Buffalo.

Event date(s): May 15, 2008
Location(s): NYS DOL Re-Employment Job Fair, Buffalo, NY
Approx number of attendees: 300 people
Officiating staff member(s): Recruiter

Jobsapalooza

Western New York's largest Job Fair

Jobsapalooza is a giant job fair geared to recruit college students visiting home for the holidays. This is the fifth annual Jobsapalooza, which was launched by local business organizations and the University at Buffalo in 1998. It has become one of the largest job fairs in Western New York.

Event date(s): January 3, 2008
Location(s): Buffalo Niagara Convention Center, Buffalo, NY
Approx number of attendees: Approx 500
Target audience: Specialist, HSD Technical Support positions
Officiating staff member(s): Recruiter

FCC Annual Filing
Peoplesoft Vacancies Report, 7/1/07 - 6/30/08
FCC Unit 10188

FCC Annual Filing minus ACQ	6			
Bus. Unit	FCC Unit	FCC# Descr	Job Title	Vacancies
DB04A	10188	Coudersport	Administrator, System	1
DB04A	10188	Coudersport	Engineer, Software	1
DB04A	10188	Coudersport	Facilities Worker II	1
DBA7A	10188	Coudersport	Operator Tier 2, NOC	2
DBA7A	10188	Coudersport	Spec, Customer Ops	2
DBA7A	10188	Coudersport	Sr Writer, Technical	2

TWC EEO Source Evaluation
From 7/1/2007 To 6/30/2008
For Full Time, External Positions Only

ATG/RR/CC - DBA7A

FCC Unit: 10188

	Number of Applicants	Number of Interviewees	Number of Offers Accepted
Direct Sourcing - Contacted by a Time Warner recruiter	1		
Former Employee - Former employee of a Time Warner company	1	1	
Internet - Another online recruiting or job posting site	2	1	
Internet - Monster	2		
Internet - theladders.com	1		
Organization - Through a group to which I belong	1	1	1
Professional Referral - Referred by a professional colleague	3	2	1
Referral - Referred by a Time Warner employee	3		
Referral - TW Cable Employee Referral	1	1	1
Website - AOLTW Careers	1	1	
Website - TimeWarner Careers	28	19	4
FCC Unit Total:	44	26	7

TWC EEO Source Evaluation
From 7/1/2007 To 6/30/2008
For Full Time, External Positions Only

Corporate Division - DB04A

FCC Unit: 10188

	Number of Applicants	Number of Interviewees	Number of Offers Accepted
Former Employee - Former employee of a Time Warner company	1	1	1
Internet - Another online recruiting or job posting site	3	1	1
Referral - Referred by a Time Warner employee	2	2	
Website - TimeWarner Careers	6	1	
FCC Unit Total:	12	5	2

Source of Hire
From 7/1/2007 To 6/30/2008
For Full Time, External Positions Only

ATG/RR/CC - DBA7A

FCC Unit: 10188

Candidate Id	Requisition Id	Date of Offer	Job Title	Referral Type
5080133	88785BR	11/29/07	NOC Supervisor	Website - TimeWarner Careers
7455231	82629BR	7/24/07	Engineer, Backbone Network	Organization - Through a group to which I belong
8294017	100309BR	6/5/08	NOC Technician II	Website - TimeWarner Careers
8748770	84962BR	8/17/07	NOC Technician II	Professional Referral - Referred by a professional colleague
9456373	91924BR	1/24/08	Specialist, Enterprise Knowledge Management	Website - TimeWarner Careers
9976084	91924BR	1/24/08	Specialist, Enterprise Knowledge Management	Referral - TW Cable Employee Referral
9986251	92084BR	1/17/08	NOC Technician II	Website - TimeWarner Careers

Source of Hire
From 7/1/2007 To 6/30/2008
For Full Time, External Positions Only

Corporate Division - DB04A

FCC Unit: 10188

Candidate Id	Requisition Id	Date of Offer	Job Title	Referral Type
9432902	90971BR	2/1/08	Administrator, Backup	Former Employee - Former employee of a Time Warner company
9518572	81442BR	9/4/07	Electrician I	Internet - Another online recruiting or job posting site

**Source Evaluation - Interviewed
From 7/1/2007 To 6/30/2008
For Full Time, External Positions Only**

ATG/RR/CC - DBA7A

FCC Unit: 10188

Candidate Id	Requisition Id	Date of Interview	Job Title	Referral Type
3229864	100309BR	5/28/08	NOC Technician II	Website - AOLTW Careers
5080133	88785BR	10/29/07	NOC Supervisor	Website - TimeWarner Careers
5836605	100309BR	5/28/08	NOC Technician II	Website - TimeWarner Careers
6120370	92084BR	1/4/08	NOC Technician II	Website - TimeWarner Careers
7300538	84962BR	8/16/07	NOC Technician II	Website - TimeWarner Careers
7455231	82629BR	7/18/07	Engineer, Backbone Network	Organization - Through a group to which I belong
8294017	100309BR	5/28/08	NOC Technician II	Website - TimeWarner Careers
8294017	82629BR	7/18/07	Engineer, Backbone Network	Website - TimeWarner Careers
8294017	88785BR	10/29/07	NOC Supervisor	Website - TimeWarner Careers
8748770	84962BR	8/16/07	NOC Technician II	Professional Referral - Referred by a professional colleague
8857481	82629BR	7/18/07	Engineer, Backbone Network	Website - TimeWarner Careers
8857481	88785BR	10/29/07	NOC Supervisor	Website - TimeWarner Careers
9242443	84962BR	8/16/07	NOC Technician II	Former Employee - Former employee of a Time Warner company
9456373	91924BR	1/18/08	Specialist, Enterprise Knowledge Management	Website - TimeWarner Careers
9525904	82629BR	7/18/07	Engineer, Backbone Network	Professional Referral - Referred by a professional colleague
9547191	82629BR	7/18/07	Engineer, Backbone Network	Website - TimeWarner Careers
9619403	84962BR	8/16/07	NOC Technician II	Website - TimeWarner Careers
9619403	92084BR	1/4/08	NOC Technician II	Website - TimeWarner Careers
9626056	100309BR	5/15/08	NOC Technician II	Website - TimeWarner Careers
9626056	84962BR	8/16/07	NOC Technician II	Website - TimeWarner Careers
9806987	88785BR	10/29/07	NOC Supervisor	Internet - Another online recruiting or job posting site
9976084	91924BR	1/22/08	Specialist, Enterprise Knowledge Management	Referral - TW Cable Employee Referral
9986251	92084BR	1/4/08	NOC Technician II	Website - TimeWarner Careers
9986399	92084BR	1/4/08	NOC Technician II	Website - TimeWarner Careers
10354326	100309BR	5/15/08	NOC Technician II	Website - TimeWarner Careers
10387545	100309BR	5/28/08	NOC Technician II	Website - TimeWarner Careers

Time Warner Cable Corporate - Coudersport, PA, FCC Unit 10188
July 1, 2007 – June 30, 2008
Variance Report

10188 - Time Warner Cable Corporate – Coudersport

Peoplesoft is TWC's source of record for employment purposes and BrassRing is TWC's source of record for recruitment. In comparing the Peoplesoft Vacancy Report to the BrassRing and Source of Hire reports, we found that there are instances when the job titles are not exactly the same. Please see the list below:

<u>Peoplesoft Job Title</u>	<u>BrassRing Job Title</u>
Facilities Worker II	Electrician
Operator Tiera 2, NOC	NOC Technician II
Specialist, Customer Ops	Specialist, Enterprise Knowledge Management
Sr Writer, Technical	Developer, Technical Training