

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. - 20080929ATA

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 checked="" 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) 07/01/2008 - 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 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
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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

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

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- 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 EVP, HUMAN RESOURCES
Date 9/2/2008	Name of Respondent KISHA WILKERSON
Telephone No. (include area code) 70473 13100	

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FORM FCC 396-C - SUPPLEMENTAL INVESTIGATION SHEET

Part I Employee Job Descriptions

Give brief job descriptions for employees in the job categories specified below. The number specified in the box indicates the number of different job descriptions that are to be submitted for each category. Job descriptions should include the position title and a brief description of

the major duties and responsibilities of the individual(s) in the position.

- | | | |
|------------------------------|-----|--------------|
| 1. Officials and Managers | [] | [Exhibit 4] |
| 2. Professionals | [] | [Exhibit 5] |
| 3. Technicians | [] | [Exhibit 6] |
| 4. Sales Workers | [] | [Exhibit 7] |
| 5. Office and Clerical | [] | [Exhibit 8] |
| 6. Craft Workers (skilled) | [] | [Exhibit 9] |
| 7. Operatives (semi-skilled) | 3 | [Exhibit 10] |
| 8. Laborers (unskilled) | [] | [Exhibit 11] |
| 9. Service Workers | [] | [Exhibit 12] |

Part II Inquiries Concerning EEO Program and Practices

Submit responses to the inquiries indicated by a "check" Responses should be brief, but must provide sufficient information to describe the employment unit's activity and efforts in the area of inquiry.

1. Describe the employment unit's efforts to comply with the outreach provisions of 47 C.F.R. Section 76.75(b). [Exhibit 13]
2. Describe the employment unit's efforts to disseminate widely its equal employment opportunity program to job applicants, employees, and those with whom it regularly does business. [Exhibit 14]
3. Name the minority organizations, organizations for women, media, educational institutions, and other recruitment sources used to attract minority and female applicants whenever job vacancies become available. [Exhibit 15]
4. Explain the employment unit's efforts to promote in a nondiscriminatory manner to positions of greater responsibility. [Exhibit 16]
5. Describe the employment unit's efforts to encourage entrepreneurs to conduct business in a nondiscriminatory manner with all parts of its operation and provide an analysis of the results of those efforts. [Exhibit 17]
6. Report the findings of the employment unit's analysis of its efforts to recruit, hire and promote in a nondiscriminatory manner and explain any difficulties encountered in implementing its EEO program. [Exhibit 18]
7. Describe the responsibility of each level of the employment unit's management with respect to application and enforcement of its EEO policy and explain the procedure for review and control of managerial and supervisory performance. [Exhibit 19]
8. Describe the manner in which the employment unit conducts its continuing review of job structure and employment practices. [Exhibit 20]
9. Other Inquiries: [Exhibit 21]

Part III EEO Public File Report

Attach a copy of the EEO public file report from the previous year. Cable entities are required to place annually such information as is required by 47 C.F.R. Section 76.1702 in their public files. [Exhibit 22]

EMP UNIT ID: HQ453	MSO NAME: TIME WARNER CABLE
	OPR NAME: TIME WARNER CABLE

Approved by OMB
3060-1033

Exhibits

Exhibit 10
Description: PART I - EMPLOYEE JOB DESCRIPTIONS

TIME WARNER CABLE CORPORATE RDC DOES NOT HAVE ANY POSITIONS IN THE OPERATIVE (SEMI-SKILLED) JOB

CATEGORY. JOB DESCRIPTIONS FOR THE FOLLOWING PROFESSIONAL AND OFFICIAL AND MANAGERS ARE ATTACHED:
 NETWORK ENGINEER; MAPPING & COMPUTER OPERATIONS TECHNICIAN; AND TECHNICAL ANALYST.

Attachment 10

Description
Job Descriptions

Exhibit 13

Description: 1.DESCRIBE THE EMPLOYMENT UNITS EFFORTS TO COMPLY WITH THE OUTREACH PROVISIONS

EMPLOYEES OF THE TALENT ACQUISITION AND GENERALIST GROUPS OF THE CORPORATE REGIONAL DATA CENTER OFFICES ARE INVOLVED IN ORGANIZATIONS THAT SPECIFICALLY TARGET DIVERSE CANDIDATES. WICT (WOMEN IN CABLE TELECOMMUNICATIONS), NAMIC (NATIONAL ASSOCIATION FOR MULTI-ETHNICITY IN COMMUNICATIONS) ARE TWO WIDELY ATTENDED ASSOCIATIONS WHOS PRIMARY MISSION IS TO PROMOTE LEADERSHIP AND DIVERSITY WITHIN OUR INDUSTRY. EACH YEAR WE HAVE PROFESSIONALS OF ALL LEVELS WITHIN THE ORGANIZATION IN ATTENDANCE AT THEIR CONFERENCES, NETWORKING EVENTS, AND AS PARTICIPANTS OF THEIR MANY LEADERSHIP PROGRAMS.

INITIATIVE 1 PARTICIPATION IN AT LEAST 2 JOB EVENTS SPONSORED BY COMMUNITY GROUPS ACTIVE IN CABLE EMPLOYMENT ISSUES (INCLUDING CONVENTIONS, CAREER DAYS AND WORKSHOPS).

NATIONAL WOMEN OF COLOR IN TECHNOLOGY
 ATTENDED THE NATIONAL WOMEN OF COLOR IN TECHNOLOGY CONFERENCE. FOR MORE THAN 12 YEARS, THE NATIONAL WOMEN OF COLOR IN TECHNOLOGY AWARDS HAS BEEN THE CONFERENCE OF CHOICE TO RECOGNIZE THE SIGNIFICANT ACCOMPLISHMENTS OF MINORITY WOMEN IN THE DIGITAL WORLD AND ATTRACT AND LEVERAGE TALENT IN INNOVATIVE, PROFESSIONAL AND TECHNICAL POSITIONS.

EVENT DATE(S): SEPTEMBER 3, 2007

LOCATION(S): ATLANTA, GA

APPROX NUMBER OF ATTENDEES: 7,000

TARGET AUDIENCE: WOMEN MINORITIES IN TECHNICAL POSITIONS

OFFICIATING STAFF MEMBER(S): PROGRAM MANAGER OF COLLEGE RELATIONS & TECHNICAL RECRUITER

WOMEN IN CABLE TELECOMMUNICATIONS (WICT) LEADERSHIP CONFERENCE
 ATTENDED THE WICT LEADERSHIP CONFERENCE. DEVELOPING WOMEN LEADERS THE MISSION OF WICT. AS THE OLDEST AND LARGEST ORGANIZATION SERVING WOMEN PROFESSIONALS IN CABLE AND TELECOMMUNICATIONS, WICT IS AT THE FOREFRONT OF AN INDUSTRY UNDERGOING CONSTANT CHANGE. SINCE ITS FOUNDING IN 1979, WICT HAS REMAINED STEADFAST IN ITS RESOLVE TO ADVANCE THE POSITION AND INFLUENCE OF WOMEN THROUGH PROVEN LEADERSHIP PROGRAMS AND SERVICES AT BOTH THE NATIONAL AND LOCAL LEVEL. THE WICT LEADERSHIP CONFERENCE IS THE LEADING INDUSTRY EXPERIENCE FOR CABLE TELECOMMUNICATIONS PROFESSIONALS AT EVERY LEVEL. PARTICIPANTS LEARNED HOW SMART BUSINESS LEADERS THRIVE IN CHALLENGING SITUATIONS, DISCOVER TRENDS THAT AFFECT THEIR SUCCESS, MASTER THE KNOWLEDGE OF THE INDUSTRY, REINFORCE LEADERSHIP SKILLS, CULTIVATE THEIR MANAGEMENT STYLE, CONNECTED WITH PEERS AND SENIOR EXECUTIVES AND PICKED UP NEW STRATEGIES AND INSIGHTS FROM THOUGHT LEADERS, INDUSTRY EXPERTS AND RENOWNED KEYNOTE SPEAKERS.

EVENT DATE(S): MARCH 7-8, 2008

LOCATION(S): NEW YORK

APPROX NUMBER OF ATTENDEES: 600

TARGET AUDIENCE: WOMEN IN CABLE TECHNOLOGY & OPERATIONS

OFFICIATING STAFF MEMBER(S): VPS, SENIOR DIRECTORS, DIRECTORS, MANAGERS, AND INDIVIDUAL CONTRIBUTORS.

INITIATIVE 2 PARTICIPATION IN AT LEAST 2 JOB FAIRS BY PERSONNEL WHO HAVE SUBSTANTIAL RESPONSIBILITY IN THE MAKING OF HIRING DECISIONS.

HOWARD UNIVERSITY JOB FAIR

PARTICIPATION IN THE HOWARD UNIVERSITY JOB FAIR. THIS JOB FAIR IS FOR STUDENTS IN THE SCHOOL OF COMMUNICATIONS AT HOWARD UNIVERSITY AND SURROUNDING COLLEGES.

EVENT DATE(S): 10/25/07 10/26/07

LOCATION(S): HOWARD UNIVERSITY, WASHINGTON, DC

APPROX NUMBER OF ATTENDEES: 500

TARGET AUDIENCE: STUDENTS INTERESTED IN MEDIA AND COMMUNICATIONS

OFFICIATING STAFF MEMBER(S):RECRUITERS

UNIVERSITY OF VIRGINIA (UVA) DIVERSITY CAREER FAIR

PARTICIPATION IN THE UVA JOB FAIR. MORE THAN 150 COMPANIES WERE REPRESENTED AT THE ANNUAL DIVERSITY CAREER DAY AND OVER 1,200 STUDENTS ATTENDED FROM UVA AND 29 OTHER SCHOOLS IN THE VIRGINIA/DC AREA. STUDENTS WERE ABLE TO MEET WITH THE MANY RECRUITERS AND ASK QUESTIONS, AS WELL AS PASS THEIR RESUMES ALONG. THE DIVERSITY CAREER DAY WAS A GREAT CHANCE FOR THE TALENT ACQUISITION TEAM TO EDUCATE STUDENTS ABOUT THE COMPANY AND ABOUT THE STARS INTERNSHIP PROGRAM.

EVENT DATE(S): 11/1/07

LOCATION(S): UNIVERSITY OF VIRGINIA, CHARLOTTESVILLE, VA

APPROX NUMBER OF ATTENDEES: OVER 1,200

TARGET AUDIENCE: STUDENTS INTERESTED IN TECHNOLOGY

OFFICIATING STAFF MEMBER(S):RECRUITERS

Attachment 13

Exhibit 14

Description: 2.DESCRIBE THE EMPLOYMENT UNITS EFFORTS TO DISSEMINATE WIDELY ITS EQUAL EMPLOY

APPLICANTS AND EMPLOYEES ARE INFORMED OF TWCS EEO PROGRAM IN A NUMBER OF DIFFERENT WAYS. ONE IS TO INFORM ALL APPLICANTS THAT TWC IS AN EQUAL OPPORTUNITY EMPLOYER (EOE), AND LABELING OUR ADVERTISEMENTS WITH THE ABBREVIATIONS OF M/F/D/V INDICATES TO MINORITIES, FEMALES, INDIVIDUALS WITH DISABILITIES AND VETERANS THAT THEY ARE WELCOME TO APPLY. OUR EMPLOYMENT APPLICATION ALSO REITERATES OUR EOE PHILOSOPHY BY STATING THAT WE ARE AN EOE AND AFFIRMATIVE ACTION EMPLOYER.

IN ADDITION, CORPORATE REGIONAL DATA CENTER OFFICES PLACES ADS ONLINE THROUGH DIVERSITY INC., CAREER BUILDER, MONSTER, LINKEDIN, AND UNIVERSITY WEBSITES. THESE SITES ARE FREE TO THE PUBLIC AND ARE REACHABLE IN EVERY DEMOGRAPHIC GROUP IN THE REGIONAL AREAS. FURTHER, THE CORPORATE REGIONAL DATA CENTER OFFICES REGULARLY PARTICIPATE IN CAREER FAIRS THAT TARGET MINORITIES AND WOMEN.

THE CORPORATE REGIONAL DATA CENTER OFFICES ALSO ATTENDED SEVERAL OFFSITE CAREER FAIRS DURING THE REPORTING PERIOD. THE DIVISIONS MINORITY CONTACTS WERE INFORMED OF THESE CAREER FAIRS IN ADVANCE TO PROMOTE ATTENDANCE FROM UNDERUTILIZED GROUPS. REGARDING MINORITY CONTACTS, A SEMI-ANNUAL AUDIT IS CONDUCTED TO ENSURE THAT OUR MINORITY CONTACTS ARE UP-TO-DATE. IN ADDITION, CONTINUED EFFORT IS MADE TO BUILD RELATIONS WITH NEW MINORITY CONTACTS AND TO FOSTER RELATIONS WITH EXISTING CONTACTS TO ENSURE THAT THE DIVISION MAINTAINS AN EXPANSIVE LIST OF OUTREACH AGENCIES. ALSO, REQUIRED FEDERAL AND STATE EMPLOYMENT POSTERS AND A COPY OF TWCS EEO/AFFIRMATIVE ACTION POLICY STATEMENT ARE DISPLAYED IN AREAS OF HIGH EMPLOYEE TRAFFIC.

DURING NEW HIRE ORIENTATION EMPLOYEES ARE GIVEN A COPY OF THE COMPANYS EEO/AA POLICY STATEMENT AND THE POLICY PROHIBITING UNLAWFUL HARASSMENT. MANAGERIAL AND SUPERVISORY EMPLOYEES ARE TRAINED IN THE AREAS OF EQUAL EMPLOYMENT OPPORTUNITY WITH A SPECIFIC EMPHASIS PLACED ON THE CABLE COMMUNICATIONS POLICY ACT OF 1984 AND SUBSEQUENT BEST EFFORTS REQUIREMENTS. IN ADDITION, THE CORPORATE REGIONAL DATA CENTER OFFICES HAVE SPECIFIC HIRING GUIDELINES THAT ARE COVERED WITH THE SUPERVISORY MANAGEMENT GROUP TO ENSURE THAT THEY CONSISTENTLY ADHERE TO THOSE HIRING POLICIES.

ANNUAL LETTERS REAFFIRMING OUR COMMITMENT TO EQUAL OPPORTUNITY ARE SENT TO RECRUITMENT SOURCES AND AGENCIES WITH WHICH WE DO BUSINESS.

THIS UNIT ACTIVELY SEEKS OUT AND ENCOURAGES THE UTILIZATION OF MINORITY AND FEMALE VENDORS. BUSINESS WITH MINORITY AND FEMALE ENTREPRENEURS IS TRACKED AND REPORTED ON A MONTHLY BASIS.

Attachment 14

Exhibit 16

Description: 4.EXPLAIN THE EMPLOYMENT UNITS EFFORTS TO PROMOTE IN A NONDISCRIMINATORY MANNE

TIME WARNER CABLE CORPORATE REGIONAL DATA CENTER OFFICES ARE AN EQUAL OPPORTUNITY EMPLOYER AND PROVIDES MINORITIES AND WOMEN WITH MANY OPPORTUNITIES FOR PLACEMENT, PROMOTION, AND TRANSFER IN A NON-DISCRIMINATORY MANNER TO POSITIONS OF GREATER RESPONSIBILITY. ALL EMPLOYEES ARE TREATED WITHOUT DISCRIMINATION REGARDING THEIR RACE, COLOR, RELIGION, SEX, SEXUAL ORIENTATION, PREGNANCY, AGE, PHYSICAL OR MENTAL DISABILITIES, NATIONAL ORIGIN, MARITAL STATUS, ANCESTRY, OR ANY OTHER CLASSIFICATIONS PROTECTED BY LAW AND ARE GIVEN OPPORTUNITIES FOR PROMOTION AND JOB ENRICHMENT THROUGH OUR JOB POSTING SYSTEM, EDUCATION ASSISTANCE PROGRAM, AND INTERNAL TRAINING.

WE POST JOB OPPORTUNITIES AS THEY ARISE ON DESIGNATED EMPLOYEE BULLETIN BOARDS SO THAT INTERNAL CANDIDATES ARE AWARE OF PROMOTIONAL OPPORTUNITIES. THIS ALLOWS ALL EMPLOYEES THE OPPORTUNITY TO BID ON POSITIONS FOR WHICH THEY ARE QUALIFIED. THERE IS ALSO A COMPANY-WIDE ELECTRONIC JOB POSTING SYSTEM THAT ADVERTISES OPEN POSITIONS TO EMPLOYEES IN OTHER DIVISIONS. ALL PROMOTION DECISIONS ARE BASED ON THE INDIVIDUALS QUALIFICATIONS AS RELATED TO THE REQUIREMENTS OF THE POSITION FOR WHICH HE/SHE IS BEING CONSIDERED. APPLICANT FLOW RECORDS ARE MAINTAINED AND INCLUDE DOCUMENTATION OF QUALIFICATIONS AND REASON(S) FOR REJECTION(S), IF APPLICABLE.

TRAINING OPPORTUNITIES ARE OPEN TO EMPLOYEES WITHOUT DISCRIMINATION. EDUCATIONAL ASSISTANCE IS AVAILABLE AND EMPLOYEES ARE ENCOURAGED TO USE THIS AVENUE TO MOVE UPWARD. THE EDUCATIONAL ASSISTANCE PROGRAM HAS TWO PARTS: JOB RELATED COURSES AND BUSINESS ADVANCEMENT COURSES. CURRENTLY, THE COMPANY WILL PAY 100% FOR JOB RELATED COURSES AND 50% FOR BUSINESS ADVANCEMENT COURSES. THE COMPANY ALSO PROVIDES EXTERNAL AND INTERNAL TRAINING FOR CERTAIN POSITIONS WITHIN THE COMPANY TO TEACH NEW EMPLOYEES THE SKILLS NECESSARY TO PERFORM THEIR JOBS AND TO FURTHER DEVELOP THE SKILLS OF CURRENT EMPLOYEES. HUMAN RESOURCES MONITORS THE TRAINING AND EDUCATIONAL ASSISTANCE PROGRAMS TO ENSURE THAT ALL EMPLOYEES ARE TREATED EQUALLY IN REGARDS TO PROMOTIONS, TRAINING, AND EDUCATIONAL ASSISTANCE.

MANAGEMENT IS CONTINUOUSLY TRAINED AND REFRESHED ON PROVIDING CONSTRUCTIVE FEEDBACK TO EMPLOYEES AND CONDUCTING PERFORMANCE APPRAISALS. THE MANAGEMENT TEAM ALSO REVIEWS FEDERAL AND STATE EMPLOYMENT LAWS EACH YEAR AND AS NEW LAWS ARE PASSED.

Attachment 16

Attachment 22

Description
2007-2008 Supplemental Recruitment Efforts
Recruitment Sources
Source of Hire and Vacancy

SUMMARY

Due to the lack of Operative jobs in this reporting unit the following is a substitution.

Manages systems operations for a regional area.

Successful candidate will have extensive experience with Unix systems, Internet applications, PCs and Operational systems. Experience with NT and UNIX systems, Internet applications, PCs and operational systems required. Must have experience in design, configuration, implementation, support and operation of basic ISP applications systems, including email, news, DNS and DHCP platforms; a working knowledge of major protocols including Ethernet, 100BaseT, Gigabit Ethernet, network design (this includes NOS, NIC's spanning tree, bridging, routing and switching); understanding of all layers from application to physical and reporting, especially traffic specific; knowledge of management systems and the integration of various communications vendors systems into one. Knowledge of SNMP is essential (preferable equipment/software: HP Openview). ISP, Cable or Broadband environment experience is preferred. Excellent written and verbal communication skills. Outstanding organizational, planning, and administrative ability. Demonstrated skills in initiating or growing an operations organization. Effective interpersonal skills, including conflict resolution, and ability to accomplish tasks through others (delegation, supervision, etc). The candidate must also have experience developing processes to enhance operations. A knowledge of ITIL practices is a strong plus.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following. Other duties may be assigned.

- Manages the daily workflow for the regional System Operations team, to achieve high reliability and availability of systems and services.
- Measures the teams performance through key performance indicators and makes adjustments as needed.
- Implements Road Runner operations standards to ensure a consistent quality of support.
- Coordinates RDC systems activities with the corporate office, cable affiliates, and related departments (NOC, Customer Care) through the use of various standard written communications mechanisms as well as organized meetings.
- Manages resolution of Tier 3 level incidents relating to the systems platforms.
- Implements new technologies and maintains current technologies within the Regional Data Center to provide high quality service. Provides leadership for attitude and spirit of continuous improvement within RDC staff.
- Develops a strong knowledge of Broadband Data products and services and how our customers use them.
- Submits weekly status reports, as well as the systems portions of the RDC Health Report.

SUPERVISORY RESPONSIBILITIES

Directly supervises systems staff (approximately 6 positions) in a potentially 7x24x365 operation. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

QUALIFICATIONS

Must be willing to work in an entrepreneurial environment requiring broad experience, adaptability, quick learning and excellent problem-solving skills. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE

Bachelor's degree from four year college or university; six to eight years of experience in a high tech environment with two years in a management position or equivalent combination of education and experience.

LANGUAGE SKILLS

Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public.

MATHEMATICAL SKILLS

Ability to work with mathematical concepts such as probability and statistical inference, and fundamentals of plane and solid geometry and trigonometry. Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations.

REASONING ABILITY

Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to stand; walk; sit; use hands to finger, handle, or feel; and reach with hands and arms. The employee is occasionally required to climb or balance and stoop, kneel, crouch, or crawl. The employee must occasionally lift and/or move up to 100 pounds.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is occasionally exposed to moving mechanical parts, outside weather conditions, and risk of electrical shock. The noise level in the work environment is usually moderate.

DISCLAIMER

The information in this description indicates the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees assigned to this job.

Time Warner Cable offers competitive benefits to include medical, dental, vision, a matched 401(k) plan, tuition reimbursement, etc. Qualified candidates should apply online at www.timewarner.com/careers. EOE/M/F/D/V

Due to the lack of Operative jobs in this reporting unit the following is a substitution.

The Time Warner Cable Corporate office currently seeks a Network Engineer for our Network Operation Department. Below please find a brief description of the essential duties and responsibilities required to function successfully in this position.

Essential Job Functions:

Contributes to the design, provisioning, and operations of local and wide area network; Manages IP space on divisional networks; Troubleshoots and resolves complex network problems to ensure minimal disruption of critical applications; Develops and communicates standards for use, operations, and security of network, servers, and data; Coordinates with vendors for installation of routers, switches, etc; Participates in the development and implementation of policies and procedures related to network hardware and software acquisition, use, support, security, and backup; Collects and analyzes network utilization; Generates periodic reports for Road Runner management; Participates in the development and implementation of disaster recovery procedures; Communicates with other departments to report and resolve software, hardware, and operations problems; Other duties as assigned; Maintains local and wide area broadband networks in a 7x24 Internet service provider environment.

Job Requirements:

Maintains local and wide area broadband networks in a 7x24 Internet service provider environment; Must be available to work off-hours maintenance windows and on-call with a cell phone or pager; 10% of travel is required.

Education and Experience:

To perform this job successfully, an individual must be able to perform each essential duty with little margin of error; Must be willing to work in an entrepreneurial environment requiring broad experience, adaptability, quick learning and excellent problem solving skills; The requirements listed below are representative of the knowledge, skill, and/or ability required; Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions; Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals; Ability to write technical documents, routine reports and correspondence; Ability to speak effectively before groups of customers or employees of organization; Good oral and written communication skills; Good interpersonal skills; Ability to work with mathematical concepts such as probability and statistical inference, and fundamentals of plane and solid geometry and trigonometry; Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations; Ability to define problems, collect data, establish facts, and draw valid conclusions; Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables; Bachelor's degree (B. A.) from four-year college or university; or equivalent training, education and experience; Successful candidate will have three to five years' related experience including: knowledge of ISP carrier offerings with an emphasis on Cisco routers and networking; a thorough knowledge of SONET technology, Ethernet, 100BaseT, Gigabit Ethernet, ATM, and DWDM (Dense Wavelength Division Multiplexing) network design; This includes a strong working knowledge of LAN, WAN, and telecommunication circuit diagnostic equipment, understanding of all OSI layers from application to physical, knowledge of RIP, OSPF and BGP, and experience with bandwidth utilization monitoring; Experienced with design, configuration, implementation, support and operation of mesh/star, high end Cisco and Juniper router networks and IP address structuring; Working knowledge of DOCSIS and Cisco CMTS Cable routers is a plus.

The physical demands described here are those that must be met by an employee to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job the employee is: Regularly required to talk and hear; Frequently required to sit, stand and bend at the knee and waist and walk; Required to use hand to type, handle objects and paperwork; Required to reach and hold on to items at chest level or reach above the shoulder; Required to use close vision and be able to focus. Finally, the employee generally works in an indoor office environment; overtime maybe required.

Time Warner Cable offers competitive benefits to include medical, dental, vision, a matched 401(k) plan, tuition reimbursement, free cable (in specified areas) and free AOL. Qualified candidates should apply on-line at www.timewarnercable.com. EOE/M/F/D/V

Due to the lack of Operative jobs in this reporting unit the following is a substitution.

The Time Warner Cable Corporate office currently seeks a/an Sr Engineer, Systems for our ATG Operations Department. Below please find a brief description of the essential duties and responsibilities required to function successfully in this position.

Essential Job Functions:

Contributes to the overall systems engineering strategy; Works closely with systems team members; Administers Internet based mail, WWW, News, FTP and related applications on various platforms; Implements Road Runner deployment activities; Supports systems operations team as lead system administrator; Maintains regional server systems and provides off-hours coverage via pager/remote access as necessary; Performs system capacity planning to ensure appropriate growth and evolution of the systems; Performs testing, analysis and configuration of assorted system hardware and software for purposes of tuning, failure analysis and modeling; Own issues and drive until they are completely resolved; Document administration guide, Operations standards, and maintain other departmental documents as necessary; Maintain & practice policies and procedures for ensuring the security and integrity of the systems; Build, upgrade, and integrate systems for projects and serve as main point of contact for the project; Review system and application error messages, troubleshoot, and suggest course of action and/or implement solutions; Write shell and perl scripts to automate systems administration; Train, mentor, and lead junior engineers; Analyzes and tunes performance of strategic Internet applications; Uses client/server tools to verify proper operation of complex configurations; Resolves system problems; provides technical support to key technical staff and trains junior members of the regional operations team; Implements new and current technologies within the Regional Data Center providing high quality service; Perform other duties as assigned by the manager.

Job Requirements:

Responsible for advanced level of systems support and monitoring for a 24x7 regional data center. Contributes to the installation and configuration of software, as well as integration of solutions in an ISP environment; Provides systems and applications support and engineering for the Sun Solaris platform and Microsoft NT servers; The job is a combination of advanced systems administration and systems engineering; Successful candidate will have broad understanding of multiple technologies; functional knowledge of DHCP, DNS, HTTP/S, HTML, POP, SMTP, LDAP, SNMP, TCP/IP principles, Internet routing and firewalls, security, News and WWW applications. Product deployment and end user support experience desirable; 3-5 years experience with supporting production systems; experience working within a 7x24 operations environment supporting NT and UNIX systems; experience with computer hardware utilizing the Microsoft NT and UNIX operating systems, experience with network devices; Experience with SQL and Perl programming is required; Candidate should also possess working knowledge of large scale mail platforms and LDAP authentication services; The candidate should understand Inter-networking technologies; have a clear understanding of the Internet, knowledge of switching, routing and load balancing systems, and an understanding of web hosting systems and LAN/WAN networking technologies; Knowledge of network and systems monitoring, customer support, technical support, and service deployment are all desirable. The candidate must be a team player, with an inherent ability to work well under tight timelines, and have strong problem-solving capabilities; Background should include expertise in Internet service related products, backup, security and monitoring software; experience with the development of test procedures and custom system/network monitoring solutions; Working knowledge of Data over Cable systems is a plus; ISP, Cable or Broadband environment experience is highly valued; Must be able to provide concise procedures and documentation of operational procedures and be willing to work variable shift hours and rotate in on-call duties.

Preferred Qualifications:

Working knowledge of Solaris 8, 9 and 10 operating systems; Working knowledge of the following applications: SunONE, Novell eDirectory, Bind 8/9, Apache, SendMail, mysql, Oracle 9, BEA WebLogic, Veritas File System, and Veritas Cluster; Working knowledge of the following Hardware platforms: Sun Solaris UltraSparc IV entry and midrange servers, Sunfire x86 architecture, EMC Clarion and Symmetrix Network Storage Systems, Sun, Oracle or Veritas certification is preferred.

Education and Experience:

Bachelor's degree (B. A.) from four-year college or university; or equivalent training, education and experience.

The physical demands described here are those that must be met by an employee to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job the employee is: Regularly required to talk and hear; Frequently required to sit, stand and bend at the knee and waist and walk; Required to use hand to type, handle objects and paperwork; Required to reach and hold on to items at chest level or reach above the shoulder; Required to lift up to 40 pounds; Required to use close vision and be able to focus. Finally, the employee generally works in an indoor office environment; overtime maybe required.

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**Time Warner Cable Corporate – RDC, FCC HQ453
Form 396-C, Supplemental Investigation Sheet (SIS)**

Part I - Employee Job Descriptions

Time Warner Cable Corporate – RDC does not have any positions in the Operative (semi-skilled) job category. Job descriptions for the following Professional and Official and Mangers are attached: Network Engineer; Sr Systems Engineer; and Systems Operations Manger.

Part II Inquiries Concerning EEO Program and Practices

1. ***Describe the employment unit's efforts to comply with the outreach provisions of 47 C.F.R. Section 76.75 (b) or (f).***

Employees of the Talent Acquisition and Generalist groups of the corporate Regional Data Center offices are involved in organizations that specifically target diverse candidates. WICT (Women in Cable Telecommunications), NAMIC (National Association for Multi-ethnicity in Communications) are two widely attended associations who's primary mission is to promote leadership and diversity within our industry. Each year we have professionals of all levels within the organization in attendance at their conferences, networking events, and as participants of their many leadership programs.

Initiative 1 – Participation in at least 2 job events sponsored by community groups active in cable employment issues (including conventions, career days and workshops).

National Women of Color in Technology

Attended the National Women of Color in Technology conference. For more than 12 years, the National Women of Color in Technology Awards has been the conference of choice to recognize the significant accomplishments of minority women in the digital world and attract and leverage talent in innovative, professional and technical positions.

Event date(s):	September 3, 2007
Location(s):	Atlanta, GA
Approx number of attendees:	7,000
Target audience:	Women Minorities in Technical positions
Officiating staff member(s):	Program Manager of College Relations & Technical Recruiter

Women in Cable Telecommunications (WICT) Leadership Conference

Attended the WICT Leadership conference. Developing women leaders the mission of WICT. As the oldest and largest organization serving women professionals in cable and telecommunications, WICT is at the forefront of an industry undergoing constant change. Since its founding in 1979, WICT has remained steadfast in its resolve to advance the position and influence of women through proven leadership programs and services at both the national and local level. The WICT Leadership Conference is the leading industry experience for cable telecommunications professionals at every level. Participants learned how smart business leaders thrive in challenging situations, discover trends that affect their success, master the knowledge of the industry, reinforce

**Time Warner Cable Corporate – RDC, FCC HQ453
Form 396-C, Supplemental Investigation Sheet (SIS)**

leadership skills, cultivate their management style, connected with peers and senior executives and picked up new strategies and insights from thought leaders, industry experts and renowned keynote speakers.

Event date(s): March 7-8, 2008
Location(s): New York
Approx number of attendees: 600
Target audience: Women in cable technology & operations
Officiating staff member(s): VPs, senior directors, directors, managers, and individual contributors.

Initiative 2 – Participation in at least 2 job fairs by personnel who have substantial responsibility in the making of hiring decisions.

Howard University Job Fair

Participation in the Howard University job fair. This job fair is for students in the School of Communications at Howard University and surrounding colleges.

Event date(s): 10/25/07 – 10/26/07
Location(s): Howard University, Washington, DC
Approx number of attendees: 500
Target audience: Students interested in Media and Communications
Officiating staff member(s): Recruiters

University of Virginia (UVA) Diversity Career Fair

Participation in the UVA job fair. More than 150 companies were represented at the Annual Diversity Career Day and over 1,200 students attended from UVA and 29 other schools in the Virginia/DC area. Students were able to meet with the many recruiters and ask questions, as well as pass their resumes along. The Diversity Career Day was a great chance for the Talent Acquisition team to educate students about the company and about the STARS internship program.

Event date(s): 11/1/07
Location(s): University of Virginia, Charlottesville, VA
Approx number of attendees: Over 1,200
Target audience: Students interested in technology
Officiating staff member(s): Recruiters

2. ***Describe the employment unit's efforts to disseminate widely its equal employment opportunity program to job applicants, employees, and those with whom it regularly does business.***

Applicants and employees are informed of TWC's EEO program in a number of different ways. One is to inform all applicants that TWC is an Equal Opportunity Employer (EOE), and labeling our advertisements with the abbreviations of M/F/D/V indicates to minorities, females, individuals with disabilities and veterans that they are welcome to apply. Our employment application also reiterates our EOE philosophy by stating that we are an EOE and affirmative action employer.

**Time Warner Cable Corporate – RDC, FCC HQ453
Form 396-C, Supplemental Investigation Sheet (SIS)**

In addition, corporate Regional Data Center offices places ads online through Diversity Inc., Career Builder, Monster, LinkedIn, and university websites. These sites are free to the public and are reachable in every demographic group in the regional areas. Further, the corporate Regional Data Center offices regularly participate in career fairs that target minorities and women.

The corporate Regional Data Center offices also attended several offsite career fairs during the reporting period. The division's minority contacts were informed of these career fairs in advance to promote attendance from underutilized groups. Regarding minority contacts, a semi-annual audit is conducted to ensure that our minority contacts are up-to-date. In addition, continued effort is made to build relations with new minority contacts and to foster relations with existing contacts to ensure that the division maintains an expansive list of outreach agencies. Also, required Federal and State Employment Posters and a copy of TWC's EEO/Affirmative Action Policy Statement are displayed in areas of high employee traffic.

During new hire orientation employees are given a copy of the company's EEO/AA Policy Statement and the Policy Prohibiting Unlawful Harassment. Managerial and supervisory employees are trained in the areas of equal employment opportunity with a specific emphasis placed on the Cable Communications Policy Act of 1984 and subsequent "best efforts" requirements. In addition, the corporate Regional Data Center offices have specific hiring guidelines that are covered with the supervisory management group to ensure that they consistently adhere to those hiring policies.

Annual letters reaffirming our commitment to equal opportunity are sent to recruitment sources and agencies with which we do business.

This unit actively seeks out and encourages the utilization of minority and female vendors. Business with minority and female entrepreneurs is tracked and reported on a monthly basis.

4. Explain the employment unit's efforts to promote in a nondiscriminatory manner to positions of greater responsibility.

Time Warner Cable corporate Regional Data Center offices are an equal opportunity employer and provides minorities and women with many opportunities for placement, promotion, and transfer in a non-discriminatory manner to positions of greater responsibility. All employees are treated without discrimination regarding their race, color, religion, sex, sexual orientation, pregnancy, age, physical or mental disabilities, national origin, marital status, ancestry, or any other classifications protected by law and are given opportunities for promotion and job enrichment through our job posting system, education assistance program, and internal training.

**Time Warner Cable Corporate – RDC, FCC HQ453
Form 396-C, Supplemental Investigation Sheet (SIS)**

We post job opportunities as they arise on designated employee bulletin boards so that internal candidates are aware of promotional opportunities. This allows all employees the opportunity to bid on positions for which they are qualified. There is also a company-wide electronic job posting system that advertises open positions to employees in other divisions. All promotion decisions are based on the individual's qualifications as related to the requirements of the position for which he/she is being considered. Applicant flow records are maintained and include documentation of qualifications and reason(s) for rejection(s), if applicable.

Training opportunities are open to employees without discrimination. Educational assistance is available and employees are encouraged to use this avenue to move upward. The educational assistance program has two parts: job related courses and business advancement courses. Currently, the company will pay 100% for job related courses and 50% for business advancement courses. The company also provides external and internal training for certain positions within the company to teach new employees the skills necessary to perform their jobs and to further develop the skills of current employees. Human Resources monitors the training and educational assistance programs to ensure that all employees are treated equally in regards to promotions, training, and educational assistance.

Management is continuously trained and refreshed on providing constructive feedback to employees and conducting performance appraisals. The management team also reviews Federal and State employment laws each year and as new laws are passed.

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2008 Supplemental Recruitment Efforts, CFR § 76.75 (b) (2)
Time Warner Cable Corporate – Regional Data Center, FCC HQ453
July 1, 2007 – June 30, 2008

Initiative 1 – Participation in at least 2 job events sponsored by community groups active in cable employment issues (including conventions, career days and workshops).

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2008 Supplemental Recruitment Efforts, CFR § 76.75 (b) (2)
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FCC Anual Filing

Peoplesoft Vacancies Report. 7/1/07 - 6/30/08

FCC Unit HQ453

FCC Annual Filing minus ACQ	6			
Bus. Unit	FCC Unit	FCC# Descr	Job Title	Vacancies
DBA7A	HQ453	Regional Data Center	Associate Engineer	1
DBA7A	HQ453	Regional Data Center	Engineer	1
DBA7A	HQ453	Regional Data Center	Engineer	2
DBA7A	HQ453	Regional Data Center	Mgr, Commercial Svcs	1
DBA7A	HQ453	Regional Data Center	Mgr, Engineering	1
DBA7A	HQ453	Regional Data Center	Sr Engineer, Software	1

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

ATG/RR/CC - DBA7A

FCC Unit: HQ453

	Number of Applicants	Number of Interviewees	Number of Offers Accepted
Ad - Ad Age	3	3	1
Ad - Through a print, radio, or TV advertisement	1		
Former Intern - Former intern of a Time Warner company	1		
Internet - Career Builders	1	1	1
Internet - Monster	1		
Website - TimeWarner Careers	9	2	1
FCC Unit Total:	16	6	3

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

ATG/RR/CC - DBA7A

FCC Unit: WSCDT

	Number of Applicants	Number of Interviewees	Number of Offers Accepted
Direct Sourcing - Contacted by a Time Warner recruiter	1	1	
Direct Sourcing - Recruiter Cold Call	1	1	1
Internet - Another online recruiting or job posting site	3		
Internet - DiversityInc.com	1		
Referral - TW Cable Employee Referral	2	1	1
Website - TimeWarner Careers	9		
FCC Unit Total:	17	3	2

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

ATG/RR/CC - DBA7A

FCC Unit: HQ453

Candidate Id	Requisition Id	Date of Offer	Job Title	Referral Type
4578174	101639BR	6/26/08	Associate Engineer, Systems	Website - TimeWarner Careers
4985441	101638BR	6/25/08	Associate Engineer, Systems	Internet - Career Builders
10179031	93861BR	4/21/08	Manager, Business Services	Ad - Ad Age

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

ATG/RR/CC - DBA7A

FCC Unit: WSCDT

Candidate Id	Requisition Id	Date of Offer	Job Title	Referral Type
9810544	87557BR	12/10/07	Engineer, Systems	Direct Sourcing - Recruiter Cold Call
10201358	94111BR	3/10/08	Manager, Systems Operations (Temporary Assignment)	Referral - TW Cable Employee Referral

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

ATG/RR/CC - DBA7A

FCC Unit: HQ453

Candidate Id	Requisition Id	Date of Interview	Job Title	Referral Type
4578174	101639BR	6/24/08	Associate Engineer, Systems	Website - TimeWarner Careers
4985441	101638BR	6/17/08	Associate Engineer, Systems	Internet - Career Builders
5621077	101639BR	6/12/08	Associate Engineer, Systems	Website - TimeWarner Careers
8601035	93861BR	3/19/08	Manager, Business Services	Ad - Ad Age
10179031	93861BR	3/25/08	Manager, Business Services	Ad - Ad Age
10259489	93861BR	3/31/08	Manager, Business Services	Ad - Ad Age

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

ATG/RR/CC - DBA7A

FCC Unit: WSCDT

Candidate Id	Requisition Id	Date of Interview	Job Title	Referral Type
9795796	87557BR	10/5/07	Engineer, Systems	Direct Sourcing - Contacted by a Time Warner recruiter
9810544	87557BR	10/9/07	Engineer, Systems	Direct Sourcing - Recruiter Cold Call
10201358	94111BR	3/3/08	Manager, Systems Operations (Temporary Assignment)	Referral - TW Cable Employee Referral

**Time Warner Cable Corporate – Regional Data Center, FCC HQ453
July 1, 2007 – June 30, 2008
Variance Report**

HQ453, Time Warner Cable Corporate – Regional Data Center

Due to corporate restructuring during the 7/1/2007 – 6/30/2008 time period, TWC realigned the corporate FCC units. This included eliminating the use of FCC Unit WSCDT and merging it in FCC Unit HQ453. The PeopleSoft reports show new hires during this period under the current FCC Unit (HQ453), however in order to keep reports more accurate, TWC did not change the history of BrassRing, therefore multiple BrassRing reports during this time period are merged together.

Peoplesoft is TWC's sources 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 incorrect FCC unit was inputted into BrassRing. Changes have occurred in TWC's Talent Acquisition Department to prevent similar problems from occurring in the future. Please see the list below to better align the recruitment sources

Candidate ID

4724653