

Note that multiple functional groups may comprise this employment unit. The individual reports for each group in combination comprise the complete public file report for this employment unit.

2016 FCC EEO Public File Report for Charter Communications 12450 - OPS Jefferson Cnty AL

This Report Covers September 1, 2015 through August 31, 2016

Total Number of Full-Time Vacancies Filled During This Period: 34
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 120

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State AL
FCC Unit 12450 - OPS Jefferson Cnty AL

Req #	Job Title	Source	Interviewees Referred	Number Hired
1504973	Direct Sales Rep	Charter.com	1	1
		Direct Employers	0	0
		Referral*	4	3
1504973 Total			5	4
1601251	Direct Sales Rep	Indeed	1	1
		Direct Employers	0	0
		Referral*	3	1
1601251 Total			4	2
1603028	Direct Sales Rep	Indeed	1	1
		Direct Employers	0	0
1603028 Total			1	1
1505982	Store Associate	Charter.com	1	1
		Direct Employers	0	0
1505982 Total			1	1
1604603	Store Associate	Indeed	5	1
		Direct Employers	0	0
		Referral*	2	0
1604603 Total			7	1
1505428	Store Lead	Indeed	1	0
		Charter.com	3	1
		Direct Employers	0	0
1505428 Total			4	1
1505722	Business Account Executive	GlassDoor	1	1

1505722	Business Account Executive	Google	2	1
		Indeed	2	1
		LinkedIn	1	0
		Direct Employers	0	0
1505722 Total			6	3
1506538	Business Account Executive	GlassDoor	1	0
		Google	1	1
		Indeed	3	0
		LinkedIn	1	0
		Charter.com	1	0
		Direct Employers	0	0
1506538 Total			7	1
1601893	Business Account Executive	Google	1	1
		Indeed	2	0
		Charter.com	3	1
		Direct Employers	0	0
1601893 Total			6	2
1603606	Business Account Executive	Indeed	2	0
		Charter.com	2	1
		Direct Employers	0	0
		Referral*	2	0
1603606 Total			6	1
1505667	Direct Sales Rep	CareerBuilder.com	1	0
		Indeed	1	0
		Charter.com	2	0
		Direct Employers	0	0
		Referral*	2	1
1505667 Total			6	1
1506545	Direct Sales Rep	Charter.com	3	1
		Direct Employers	0	0
		Referral*	1	0
		Alabama Career Center	1	1
1506545 Total			5	2
1601102	Direct Sales Rep	Indeed	1	1
		Charter.com	3	3
		Direct Employers	0	0
		Referral*	1	0
1601102 Total			5	4
1601881	Direct Sales Rep	Charter.com	9	2
		Direct Employers	0	0
1601881 Total			9	2
1505193	Human Resources Generalist II	Indeed	1	1
		Direct Employers	0	0
		Referral*	1	0
1505193 Total			2	1
1503493	Store Associate	Indeed	3	0

1503493	Store Associate	Charter.com	4	1
		Direct Employers	0	0
		Referral*	1	0
1503493 Total			8	1
1505441	Store Associate	Indeed	5	1
		Charter.com	4	1
		Direct Employers	0	0
1505441 Total			9	2
1507033	Store Associate	CareerBuilder.com	1	0
		Google	1	0
		Indeed	6	0
		Charter.com	7	1
		Direct Employers	0	0
		Referral*	1	1
1507033 Total			16	2
1602699	Store Associate	Google	1	0
		Indeed	9	1
		Charter.com	2	0
		Direct Employers	0	0
1602699 Total			12	1
1505596	Mgr, Sales Business Accounts	Internal	1	1
		Direct Employers	0	0
1505596 Total			1	1
Grand Total			120	34

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Direct Employers	9002 N. Purdue Rd., Ste. 100	Indianapolis, IN 42628	directemployers.org	317-874-9000	No	0
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	45
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	0
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	2
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	2
Indeed*					No	43
CareerBuilder*					No	2
Monster*					No	0
Internal					No	1
Google*					No	6
Employee Referral					No	18
Alabama work Center*					No	1

* The sources marked with (*) in this report are sources that were identified by interviewees as referral sources, but that: (1) Charter did not use directly as a recruitment source; and/or (2) Interviewees were unable to identify more precisely. Many job boards and job banks pull Charter's job vacancies from its website and repost them independently via their own systems. Applicants, therefore, often learn about Charter's job vacancies from sources that Charter does not post with directly and cannot track.

Charter is a member of DirectEmployers Association. Through this nonprofit network, job vacancies for this unit are distributed to a wide array of recruitment sources, including, but not limited to, educational institutions, state workforce agencies and job bank(s), and organizations that distribute employment opportunities to women, minorities, the disabled, and veterans.

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	Tuition Reimbursement	Ongoing	Charter Communications has a tuition reimbursement program where employees can take college courses to enhance their skills to better prepare them for their current jobs and/or advanced positions.
2	Training Programs for All Employees	Ongoing	Charter Communications requires new employees complete training on the following topics: fostering mutual respect in the workplace, Charter's Code of Conduct, information security, privacy, records and information management, timekeeping, and performance management.
3	Training Programs for Management-Level Employees	Ongoing	Employees at the supervisor level and above can participate in a variety of training programs devised to assist with leadership development and policy administration skills. Offerings provided at various times during this plan year included Civil Treatment for Leaders, Communicating for Leadership Success, Coaching for Peak Performance, Interviewing and Selection, Planning and Delegation, and High Performing Teams. Charter also offers a robust training offering on an electronic learning platform. These electronic courses span a variety of topics, including communication, presentation, time management, managing change, project management, treating employees fairly, and software skills.
4	Career Progression for Store Employees	Ongoing	The <i>Charter Store Career Progression Program</i> offers our Store Representatives a well-defined opportunity for job and salary advancement. Representatives will soon have a clear path for advancing to the newly created position of Store Specialist , and that path will be identical for every current Representative. The program outlines a structured career path for Store Representatives and provides an environment in which they are recognized for their contributions to Charter's success. It also provides motivation, recognition and rewards for employees who consistently exceed our expectations. Additionally, the program will improve our ability to attract top sales talent to Charter by providing those individuals with a competitive compensation structure and formal career path.

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2016 FCC EEO Public File Report for Charter Communications 12450 - OPS Jefferson Cnty AL

This Report Covers September 1, 2015 through August 31, 2016

Total Number of Full-Time Vacancies Filled During This Period: 77
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 365

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State AL
FCC Unit 12450 - OPS Jefferson Cnty AL

Req #	Job Title	Source	Interviewees Referred	Number Hired
1505015	Broadband Installer	GlassDoor	1	1
		Charter.com	2	0
		Direct Employers	0	0
		Referral*	1	0
1505015 Total			4	1
1505521	Broadband Installer	Google	1	0
		Indeed	1	0
		TV	1	0
		Charter.com	4	2
		Direct Employers	0	0
1505521 Total			7	2
1506119	Broadband Installer	Google	1	0
		Indeed	1	0
		Monster	1	0
		TV	1	0
		Un-common Job Fair	1	0
		Charter.com	1	0
		Direct Employers	0	0
		Alabama Career Center	1	1
1506119 Total			7	1
1506432	Broadband Installer	Indeed	1	0

1506432	Broadband Installer	Charter.com	2	1
		Direct Employers	0	0
		Referral*	1	0
1506432 Total			4	1
1506914	Broadband Installer	Indeed	2	1
		Charter.com	5	0
		Direct Employers	0	0
1506914 Total			7	1
1507325	Broadband Installer	Google	1	0
		Indeed	3	0
		TV	2	0
		Charter.com	4	1
		Direct Employers	0	0
		Referral*	2	0
		Alabama Job Link	1	0
1507325 Total			13	1
1601624	Broadband Installer	Indeed	1	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	2	2
1601624 Total			4	2
1602081	Broadband Installer	Indeed	1	0
		Charter.com	7	1
		Direct Employers	0	0
		Referral*	1	0
1602081 Total			9	1
1602660	Broadband Installer	Google	1	1
		Indeed	1	0
		TV	1	0
		Charter.com	4	1
		Direct Employers	0	0
		Referral*	2	0
1602660 Total			9	2
1602947	Broadband Installer	Indeed	2	0
		Charter.com	3	0
		Direct Employers	0	0
		Referral*	3	1
1602947 Total			8	1
1603303	Broadband Installer	CareerBuilder.com	1	0
		Google	2	0
		TV	1	0
		Charter.com	1	1
		Direct Employers	0	0
		Referral*	2	0

1603303 Total			7	1
1603304	Broadband Installer	Charter.com	1	1
		Direct Employers	0	0
		Referral*	1	0
1603304 Total			2	1
1603801	Broadband Installer	Indeed	1	0
		Direct Employers	0	0
		Referral*	1	1
1603801 Total			2	1
1604240	Broadband Installer	Google	2	1
		Indeed	1	1
		Charter.com	2	0
		Direct Employers	0	0
1604240 Total			5	2
1604390	Broadband Installer	Facebook	2	1
		GlassDoor	1	0
		Indeed	3	1
		Charter.com	2	0
		Direct Employers	0	0
		Referral*	3	2
1604390 Total			11	4
1505313	QA Inspector I	Charter.com	7	2
		Direct Employers	0	0
1505313 Total			7	2
1504139	Broadband Installer	Google	1	0
		Indeed	6	1
		Print	1	0
		TV	1	0
		Charter.com	4	0
		Direct Employers	0	0
		Referral*	1	0
1504139 Total			14	1
1505014	Broadband Installer	Google	1	0
		Indeed	3	0
		TV	1	0
		Yahoo	1	0
		Charter.com	6	0
		Direct Employers	0	0
		Referral*	1	1
1505014 Total			13	1
1505311	Broadband Installer	Indeed	2	0
		TV	1	0
		Charter.com	3	1
		Direct Employers	0	0

1505311	Broadband Installer	Referral*	2	0
		JNI	1	0
1505311 Total			9	1
1505448	Broadband Installer	Google	1	0
		Indeed	3	1
		RecruitMilitary	1	0
		TV	1	0
		Un-common Job Fair	1	0
		Charter.com	4	0
		Direct Employers	0	0
		JNI	1	1
1505448 Total			12	2
1505943	Broadband Installer	CareerBuilder.com	1	0
		Google	2	2
		Indeed	2	0
		Monster	1	0
		Print	1	0
		TV	2	0
		Charter.com	5	1
		Direct Employers	0	0
		Referral*	1	0
1505943 Total			15	3
1506533	Broadband Installer	GI Jobs	1	0
		Charter.com	4	0
		Direct Employers	0	0
		Referral*	3	1
		Alabama Job Link	1	0
1506533 Total			9	1
1506944	Broadband Installer	Indeed	6	2
		TV	3	0
		Charter.com	1	0
		Direct Employers	0	0
1506944 Total			10	2
1507318	Broadband Installer	Google	3	0
		Indeed	5	0
		Charter.com	6	2
		Direct Employers	0	0
		Referral*	4	0
1507318 Total			18	2
1601233	Broadband Installer	Charter.com	2	1
		Direct Employers	0	0
1601233 Total			2	1
1601626	Broadband Installer	Indeed	1	1
		Charter.com	3	2

1601626	Broadband Installer	Direct Employers	0	0
1601626 Total			4	3
1603118	Broadband Installer	Charter.com	1	1
		Direct Employers	0	0
1603118 Total			1	1
1603130	Broadband Installer	Indeed	1	1
		Direct Employers	0	0
		Referral*	1	0
1603130 Total			2	1
1603416	Broadband Installer	Indeed	5	0
		Charter.com	3	0
		Direct Employers	0	0
		Referral*	1	1
1603416 Total			9	1
1603805	Broadband Installer	Indeed	5	1
		Charter.com	3	0
		Direct Employers	0	0
		Referral*	1	1
1603805 Total			9	2
1604860	Broadband Installer	Indeed	1	1
		Charter.com	1	0
		Direct Employers	0	0
1604860 Total			2	1
1505055	Broadband Technician Sr	Charter.com	7	2
		Direct Employers	0	0
1505055 Total			7	2
1604760	Dir, Field Business Planning	Indeed	1	1
		LinkedIn	1	0
		Charter.com	1	0
		Direct Employers	0	0
		TheLadders	1	0
1604760 Total			4	1
1507092	Dispatcher I	Indeed	5	1
		Charter.com	5	3
		Direct Employers	0	0
		Referral*	2	1
1507092 Total			12	5
1602055	Dispatcher I	Indeed	5	1
		Charter.com	3	1
		Direct Employers	0	0
		Referral*	1	0
1602055 Total			9	2
1603467	Dispatcher I	Indeed	4	1
		Charter.com	4	0

1603467	Dispatcher I	Direct Employers	0	0
1603467 Total			8	1
1603931	Dispatcher I	Indeed	3	0
		Charter.com	3	1
		Direct Employers	0	0
		Referral*	1	0
1603931 Total			7	1
1604025	Dispatcher I	Indeed	2	1
		Charter.com	1	1
		Direct Employers	0	0
		Referral*	1	0
1604025 Total			4	2
1604568	Dispatcher I	Charter.com	3	1
		Direct Employers	0	0
1604568 Total			3	1
1604569	Dispatcher I	Charter.com	1	1
		Direct Employers	0	0
1604569 Total			1	1
1506200	Field Auditor	Indeed	2	1
		Monster	1	0
		Charter.com	1	1
		Direct Employers	0	0
		Referral*	1	0
1506200 Total			5	2
1506720	Field Auditor	Indeed	3	1
		Charter.com	2	0
		Direct Employers	0	0
		Referral*	3	0
1506720 Total			8	1
1602855	HR Coordinator II	Indeed	3	1
		Charter.com	1	0
		Direct Employers	0	0
		Alabama Job Link	1	0
1602855 Total			5	1
1504428	Mgr, Workforce Technical I	Indeed	1	1
		Charter.com	1	0
		Direct Employers	0	0
1504428 Total			2	1
1506814	Mgr, Workforce Technical I	Charter.com	5	1
		Direct Employers	0	0
		Referral*	1	0
1506814 Total			6	1
1504937	Sr Mgr, Systems Engineering	Charter.com	2	1
		Direct Employers	0	0

1504937 Total			2	1
1601483	Sup, Dispatch	Indeed	1	0
		Charter.com	5	1
		Direct Employers	0	0
1601483 Total			6	1
1602396	Sup, Dispatch	Indeed	1	1
		Charter.com	3	0
		Direct Employers	0	0
1602396 Total			4	1
1601355	Sup, System Maintenance	LinkedIn	2	0
		Charter.com	5	1
		Direct Employers	0	0
1601355 Total			7	1
1503500	Sup, Technical Service	Charter.com	15	1
		Direct Employers	0	0
1503500 Total			15	1
1602489	Sup, Warehouse	Beyond.com	1	1
		Indeed	1	0
		Charter.com	3	0
		Direct Employers	0	0
1602489 Total			5	1
1505236	Warehouse Technician	Indeed	6	0
		Charter.com	1	1
		Direct Employers	0	0
1505236 Total			7	1
1602490	Warehouse Technician	CareerBuilder.com	1	0
		Indeed	1	1
		Direct Employers	0	0
		Alertr	1	0
1602490 Total			3	1
Grand Total			365	77

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Direct Employers	9002 N. Purdue Rd., Ste. 100	Indianapolis, IN 42628	directemployers.org	317-874-9000	No	0
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	164
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	1
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	3
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	2
The Ladders	55 Water Street	New York, NY 10041	theladders.com	866-292-7083	No	1
Multichannel News	9620 Executive Center Dr. N #200	St. Petersburg, FL 33702	Jean Rynaski	727-497-6565 x3335	No	0
Cablefax	4 Choke Cherry Road	Rockville, MD 20850	cablefax.com	301-354-1619	No	0
The Tuscaloosa News	315 28th Ave	Tuscaloosa, AL 35401	Emily Hughes-Bryant	205-722-0153	No	0
Connect4Careers	7400 London Ave	Birmingham, AL 35206	Cheryl Lee	205-703-3952	No	0
Alabama A&M University	4900 Meridian Street 101 Patton Hall	Normal, AL 35762	Angel Lee Anthony	256-372-5692	No	0
Hero 2 Hired	108 W. College P.O. Box 1343	Columbiana, AL 35051	Marvin Copes	205-669-3837	No	0
Alabama State University	P.O. Box 271	Montgomery, AL 36101	Ella Tucker	334-229-4140	No	0
The Selma Times Journal	P.O. Box 611	Selma, AL 36702	michelle Coleman	334-410-1746	No	0
Employment Seeker	P.O. Box 673174	Marietta, GA 30006	Renee Jackson	678-467-5427	No	0
Birmingham News	1731 1st Avenue North	Birmingham, AL 35203	Tyler Brady	205-325-2108	No	0
The Daily Home	4 Sylacauga Highway	Talledaga, AL	Ginger Staude	256-299-2152	No	0
Hiring Our Heroes	United States Chamber of Commerce		Ernie Lombard	202-657-2455	No	0
University of Alabama Huntsville	111 Madison Hall	Huntsville, AL 35899	Kellee Crawford	256-824-6938	No	0

Tuscaloosa Chamber of Commerce	2200 University Blvd	Tuscaloosa, AL 35401	www.tuscaloosachamber.com	205-758-7588	No	0
Montgomery Advertiser	425 Molton Street	Montgomery, Alabama, 36104	Jesse Sallee	888-263-4792	No	0
Shelton State Community College	9500 Old Greensboro Road	Tuscaloosa, AL 35405	Beth Patrick	205-391-5874	No	0
Wallace Community College	3000 Earl Goodwin Parkway	Selma, AL 36703	Ebony Rose	334-412-0396	No	0
Vets Work	21 Dartmouth Street	Haverhill, MA 01832	admin@vetswork.net	978-973-0025	No	0
Gadsden Job Corps	600 Valley Street	Gadsden, AL 35901	Ceandra James	256-439-2942	No	0
Congresswoman Terri A. Sewell	2 20th Street North Suite #1130	Birmingham, AL	Chassney Lewis	205-254-1960	No	0
United States Department of Veterans Affairs	3701 Loop Road East	Tuscaloosa, AL 35404	Stephanie Massey	205-554-2000 x2426	No	0
Beyond.com*					No	1
CareerBuilder*					No	3
Facebook*					No	2
Google*					No	16
Indeed*					No	97
Monster*					No	3
Print*					No	2
TV*					No	15
Uncommon Job Fair*					No	2
Yahoo*					No	1
Referral*					No	44
Alabama Career Center*					No	1
Alabama Job link*					No	3
JNI*					No	2
GI jobs*					No	1
Alertr*					No	1

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#	Name	Date	Description
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4	Tuscaloosa News	9/24/2015	Newspaper Ad
5	Connect4Careers	9/25/2015	Career Fair
6	Alabama A&M University	10/1/2015	Career Fair
7	Hero 2 Hired - Pelham	10/6/2015	Career Fair
8	Alabama State University	10/9/2015	Career Fair
9	Selma Times Journal	10/10/2015	Newspaper Ad
10	Employment Seekers	10/15/2015	Job Board
11	Birmingham News	10/18/2016	Newspaper Ad
12	The Daily Home	11/5/2015	Newspaper Ad
13	Hiring Our Heroes	11/17/2015	Career Fair
14	Tuscaloosa News	11/7/2015	Newspaper Ad
15	University of Alabama Huntsville	1/28/2016	Career Fair
16	Alabama A&M University	2/4/2016	Career Fair
17	Tuscaloosa Chamber of Commerce	2/9/2016	Career Fair
18	Tuscaloosa News	2/24/2016	Newspaper Ad
19	Montgomery Advertiser	3/2/2016	Newspaper Ad
20	Shelton State	3/2/2016	Career Fair
21	Alabama State University	4/9/2016	Career Fair
22	Hero 2 Hired - Gardendale	4/12/2016	Career Fair
23	Wallace Community College	4/15/2016	Career Fair
24	Vets Work	6/29/2016	Career Fair

25	Gadsden Job Corps	7/25/2016	Career Fair
26	7th Congressional District	8/11/2016	Career Fair
27	Tuscaloosa VA Medical Center	8/25/2016	Career Fair

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Total Number of Full-Time Vacancies Filled During This Period: 33
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 119

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State AL
FCC Unit 12450 - OPS Jefferson Cnty AL

Req #	Job Title	Source	Interviewees Referred	Number Hired
1504973	Direct Sales Rep	Charter.com	1	1
		Direct Employers	0	0
		Referral*	4	3
1504973 Total			5	4
1601251	Direct Sales Rep	Indeed	1	1
		Direct Employers	0	0
		Referral*	3	1
1601251 Total			4	2
1603028	Direct Sales Rep	Indeed	1	1
		Direct Employers	0	0
1603028 Total			1	1
1505982	Store Associate	Charter.com	1	1
		Direct Employers	0	0
1505982 Total			1	1
1604603	Store Associate	Indeed	5	1
		Direct Employers	0	0
		Referral*	2	0
1604603 Total			7	1
1505428	Store Lead	Indeed	1	0
		Charter.com	3	1
		Direct Employers	0	0
1505428 Total			4	1
1505722	Business Account Executive	GlassDoor	1	1

1505722	Business Account Executive	Google	2	1
		Indeed	2	1
		LinkedIn	1	0
		Direct Employers	0	0
1505722 Total			6	3
1506538	Business Account Executive	GlassDoor	1	0
		Google	1	1
		Indeed	3	0
		LinkedIn	1	0
		Charter.com	1	0
		Direct Employers	0	0
1506538 Total			7	1
1601893	Business Account Executive	Google	1	1
		Indeed	2	0
		Charter.com	3	1
		Direct Employers	0	0
1601893 Total			6	2
1603606	Business Account Executive	Indeed	2	0
		Charter.com	2	1
		Direct Employers	0	0
		Referral*	2	0
1603606 Total			6	1
1505667	Direct Sales Rep	CareerBuilder.com	1	0
		Indeed	1	0
		Charter.com	2	0
		Direct Employers	0	0
		Referral*	2	1
1505667 Total			6	1
1506545	Direct Sales Rep	Charter.com	3	1
		Direct Employers	0	0
		Referral*	1	0
		Alabama Career Center	1	1
1506545 Total			5	2
1601102	Direct Sales Rep	Indeed	1	1
		Charter.com	3	3
		Direct Employers	0	0
		Referral*	1	0
1601102 Total			5	4
1601881	Direct Sales Rep	Charter.com	9	2
		Direct Employers	0	0
1601881 Total			9	2
1505193	Human Resources Generalist II	Indeed	1	1
		Direct Employers	0	0
		Referral*	1	0
1505193 Total			2	1
1503493	Store Associate	Indeed	3	0

1503493	Store Associate	Charter.com	4	1
		Direct Employers	0	0
		Referral*	1	0
1503493 Total			8	1
1505441	Store Associate	Indeed	5	1
		Charter.com	4	1
		Direct Employers	0	0
1505441 Total			9	2
1507033	Store Associate	CareerBuilder.com	1	0
		Google	1	0
		Indeed	6	0
		Charter.com	7	1
		Direct Employers	0	0
		Referral*	1	1
1507033 Total			16	2
1602699	Store Associate	Google	1	0
		Indeed	9	1
		Charter.com	2	0
		Direct Employers	0	0
1602699 Total			12	1
Grand Total			119	33

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Direct Employers	9002 N. Purdue Rd., Ste. 100	Indianapolis, IN 42628	directemployers.org	317-874-9000	No	0
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	45
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	0
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	2
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	2
Indeed*						43
CareerBuilder*						2
Monster*						0
Google*						6
Employee Referral						18
Alabama work Center*						1

* The sources marked with (*) in this report are sources that were identified by interviewees as referral sources, but that: (1) Charter did not use directly as a recruitment source; and/or (2) Interviewees were unable to identify more precisely. Many job boards and job banks pull Charter's job vacancies from its website and repost them independently via their own systems. Applicants, therefore, often learn about Charter's job vacancies from sources that Charter does not post with directly and cannot track.

Charter is a member of DirectEmployers Association. Through this nonprofit network, job vacancies for this unit are distributed to a wide array of recruitment sources, including, but not limited to, educational institutions, state workforce agencies and job bank(s), and organizations that distribute employment opportunities to women, minorities, the disabled, and veterans.

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	Tuition Reimbursement	Ongoing	Charter Communications has a tuition reimbursement program where employees can take college courses to enhance their skills to better prepare them for their current jobs and/or advanced positions.
2	Training Programs for All Employees	Ongoing	Charter Communications requires new employees complete training on the following topics: fostering mutual respect in the workplace, Charter's Code of Conduct, information security, privacy, records and information management, timekeeping, and performance management.
3	Training Programs for Management-Level Employees	Ongoing	Employees at the supervisor level and above can participate in a variety of training programs devised to assist with leadership development and policy administration skills. Offerings provided at various times during this plan year included Civil Treatment for Leaders, Communicating for Leadership Success, Coaching for Peak Performance, Interviewing and Selection, Planning and Delegation, and High Performing Teams. Charter also offers a robust training offering on an electronic learning platform. These electronic courses span a variety of topics, including communication, presentation, time management, managing change, project management, treating employees fairly, and software skills.
4	Career Progression for Store Employees	Ongoing	The <i>Charter Store Career Progression Program</i> offers our Store Representatives a well-defined opportunity for job and salary advancement. Representatives will soon have a clear path for advancing to the newly created position of Store Specialist , and that path will be identical for every current Representative. The program outlines a structured career path for Store Representatives and provides an environment in which they are recognized for their contributions to Charter's success. It also provides motivation, recognition and rewards for employees who consistently exceed our expectations. Additionally, the program will improve our ability to attract top sales talent to Charter by providing those individuals with a competitive compensation structure and formal career path.

Note that multiple functional groups may comprise this employment unit. The individual reports for each group in combination comprise the complete public file report for this employment unit.

**2016 FCC EEO Public File Report for Charter Communications
12450 - OPS Jefferson Cnty AL**

This Report Covers September 1, 2015 through August 31, 2016

Total Number of Full-Time Vacancies Filled During This Period: 2
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 16

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State AL
FCC Unit 12450 - OPS Jefferson Cnty AL

Req #	Job Title	Source	Interviewees Referred	Number Hired
1603685	Assoc ISP Ops Engineer	Internal	11	1
		Multichannel News	0	0
		Direct Employers	0	0
		Cable Fax	0	0
		RecruitMilitary	0	0
1603685 Total			11	1
1603689	Assoc ISP Ops Engineer	Internal	5	1
		Multichannel News	0	0
		Direct Employers	0	0
		Cable Fax	0	0
		RecruitMilitary	0	0
1603689 Total			5	1
Grand Total			16	2

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Direct Employers	9002 N. Purdue Rd., Ste. 100	Indianapolis, IN 42628	directemployers.org	317-874-9000	No	0
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	0
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	0
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	0
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	
Multichannel News	28 E 28th Street	New York, NY 10016			No	0
Cable Fax	9211 Corporate Blvd	Rockville, NY 20850			No	0

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#	Name	Date	Description
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4			
5			

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**2016 FCC EEO Public File Report for Charter Communications
12450 - OPS Jefferson Cnty AL**

This Report Covers September 1, 2015 through August 31, 2016

Total Number of Full-Time Vacancies Filled During This Period: 1
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 1

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State AL
FCC Unit 12450 - OPS Jefferson Cnty AL

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1505026	Major Accounts Executive	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1505026 Total			1	1
Grand Total			1	1

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Direct Employers	9002 N. Purdue Rd., Ste. 100	Indianapolis, IN 42628	directemployers.org	317-874-9000	No	0
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	0
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	0
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	0
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	0

* The sources marked with (*) in this report are sources that were identified by interviewees as referral sources, but that: (1) Charter did not use directly as a recruitment source; and/or (2) Interviewees were unable to identify more precisely. Many job boards and job banks pull Charter's job vacancies from its website and repost them independently via their own systems. Applicants, therefore, often learn about Charter's job vacancies from sources that Charter does not post with directly and cannot track.

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Supplemental Recruitment Initiatives:

#	Name	Date	Description
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