

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 12463 - OPS Lee Cnty AL

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

Total Number of Full-Time Vacancies Filled During This Period: 13  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 37

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

### FULL-TIME VACANCIES FILLED

State AL  
FCC Unit 12463 - OPS Lee Cnty AL

Req #	Job Title	Source	Interviewees Referred	Number Hired
1505065	Broadband Installer	Charter.com	3	2
		Direct Employers	0	0
<b>1505065 Total</b>			<b>3</b>	<b>2</b>
1505069	Broadband Installer	Charter.com	6	3
		Direct Employers	0	0
<b>1505069 Total</b>			<b>6</b>	<b>3</b>
1506279	Broadband Installer	Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	1
<b>1506279 Total</b>			<b>2</b>	<b>1</b>
1507326	Broadband Installer	Indeed	3	1
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	0
<b>1507326 Total</b>			<b>5</b>	<b>1</b>
1601759	Broadband Installer	Indeed	1	0
		Charter.com	1	0
		Direct Employers	0	0
		Email*	1	1
<b>1601759 Total</b>			<b>3</b>	<b>1</b>
1602386	Broadband Installer	Indeed	1	0

1602386	Broadband Installer	Charter.com	4	2
		Direct Employers	0	0
<b>1602386 Total</b>			<b>5</b>	<b>2</b>
1603111	Broadband Installer	Google	1	0
		Charter.com	3	0
		Direct Employers	0	0
		Referral*	2	1
<b>1603111 Total</b>			<b>6</b>	<b>1</b>
1603608	Broadband Installer	Direct Employers	0	0
		Referral*	2	1
<b>1603608 Total</b>			<b>2</b>	<b>1</b>
1603752	Sup, Technical Service	Charter.com	5	1
		Direct Employers	0	0
<b>1603752 Total</b>			<b>5</b>	<b>1</b>
Grand Total			37	13

**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	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

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

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**2016 FCC EEO Public File Report for Charter Communications  
12463 - OPS Lee Cnty AL**

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

Total Number of Full-Time Vacancies Filled During This Period: 3  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 11

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

**FULL-TIME VACANCIES FILLED**

State AL  
FCC Unit 12463 - OPS Lee Cnty AL

Req #	Job Title	Source	Interviewees Referred	Number	
				Hired	
1507215	Business Account Executive	Indeed	2	1	
		Charter.com	3	0	
		Direct Employers	0	0	
		Referral*	1	0	
<b>1507215 Total</b>			<b>6</b>	<b>1</b>	
1602542	Business Account Executive	Direct Employers	0	0	
		Referral*	3	1	
<b>1602542 Total</b>			<b>3</b>	<b>1</b>	
1601405	Direct Sales Rep	Indeed	2	1	
		Direct Employers	0	0	
<b>1601405 Total</b>			<b>2</b>	<b>1</b>	
<b>Grand Total</b>			<b>11</b>	<b>3</b>	

**RECRUITMENT SOURCE LIST**

<b>Name of Recruitment Source</b>	<b>Street Address</b>	<b>City, State, Zip</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Entitled to Notification?</b>	<b>Total Number of Referrals</b>
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	3
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
Indeed*						4
Employee Referral						4

\* 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:**

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