

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 12464 - OPS Dallas 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: 8

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

### FULL-TIME VACANCIES FILLED

State AL  
FCC Unit 12464 - OPS Dallas Cnty AL

| Req #                | Job Title           | Source                   | Interviewees Referred | Number Hired |
|----------------------|---------------------|--------------------------|-----------------------|--------------|
| 1505702              | Broadband Installer | Indeed                   | 2                     | 0            |
|                      |                     | Charter.com              | 1                     | 0            |
|                      |                     | Direct Employers         | 0                     | 0            |
|                      |                     | Selma Times Journal      | 0                     | 0            |
|                      |                     | Hero 2 Hired Career Fair | 1                     | 1            |
| <b>1505702 Total</b> |                     |                          | <b>4</b>              | <b>1</b>     |
| 1601029              | Broadband Installer | Direct Employers         | 0                     | 0            |
|                      |                     | Referral*                | 4                     | 2            |
| <b>1601029 Total</b> |                     |                          | <b>4</b>              | <b>2</b>     |
| Grand Total          |                     |                          | 8                     | 3            |

**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                               | 1                                |
| 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                                |
| 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<br>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                               | 1                                |
| 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 |
| Indeed*                                      |                                 |                            |                           |                    | No | 2 |
| Referral*                                    |                                 |                            |                           |                    | No | 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:**

| #  | 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 Hunts                      | 1/28/2016  | Career Fair   |
| 16 | Alabama A&M University                           | 2/4/2016   | Career Fair   |
| 17 | Tuscaloosa Chamber of Co                         | 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 Cer                        | 8/25/2016  | Career Fair   |

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

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**FULL-TIME VACANCIES FILLED**

State AL  
FCC Unit 12464 - OPS Dallas Cnty AL

| Req #                | Job Title       | Source           | Number                |          |
|----------------------|-----------------|------------------|-----------------------|----------|
|                      |                 |                  | Interviewees Referred | Hired    |
| 1505200              | Store Associate | Indeed           | 5                     | 1        |
|                      |                 | Direct Employers | 0                     | 0        |
| <b>1505200 Total</b> |                 |                  | <b>5</b>              | <b>1</b> |
| 1602064              | Store Associate | Indeed           | 4                     | 0        |
|                      |                 | Charter.com      | 1                     | 0        |
|                      |                 | Direct Employers | 0                     | 0        |
|                      |                 | Referral*        | 1                     | 1        |
| <b>1602064 Total</b> |                 |                  | <b>6</b>              | <b>1</b> |
| 1604293              | Store Associate | Indeed           | 1                     | 0        |
|                      |                 | Direct Employers | 0                     | 0        |
|                      |                 | Referral*        | 1                     | 1        |
| <b>1604293 Total</b> |                 |                  | <b>2</b>              | <b>1</b> |
| <b>Grand Total</b>   |                 |                  | <b>13</b>             | <b>3</b> |

### RECRUITMENT SOURCE LIST

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| 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*                    |                                   |                         |                     |                  |                           | 10                        |
| Employee Referral          |                                   |                         |                     |                  |                           | 2                         |

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| 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 <b>Store Specialist</b> , 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. |