

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  
12372 - CM Jefferson Cnty AL**

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

Total Number of Full-Time Vacancies Filled During This Period: 17  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 43

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

**FULL-TIME VACANCIES FILLED**

State AL  
FCC Unit 12372 - CM Jefferson Cnty AL

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1505133	Account Coordinator	LinkedIn	0	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		RecruitMilitary	0	0
		Glassdoor	0	0
		CableFax	0	0
		Multi-Channel News	0	0
		Alabama A&M University	0	0
		University of Alabama-Birmingham	0	0
<b>1505133 Total</b>			<b>1</b>	<b>1</b>
1505144	Account Coordinator	LinkedIn	0	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		RecruitMilitary	0	0
		Glassdoor	0	0
		CableFax	0	0
		Multi-Channel News	0	0
		Alabama A&M University	0	0
		University of Alabama-Birmingham	0	0

<b>1505144 Total</b>			<b>1</b>	<b>1</b>
1506656	Account Coordinator	LinkedIn	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
		RecruitMilitary	0	0
		Glassdoor	0	0
		CableFax	0	0
		Multi-Channel News	0	0
		Alabama A&M University	0	0
		University of Alabama-Birmingham	0	0
		The University of Alabama	0	0
<b>1506656 Total</b>			<b>1</b>	<b>1</b>
1603145	Account Coordinator	LinkedIn	1	0
		Charter.com	1	0
		Direct Employers	0	0
		RecruitMilitary	0	0
		Glassdoor	0	0
		CableFax	0	0
		Multi-Channel News	0	0
		Alabama A&M University	0	0
		University of Alabama-Birmingham	0	0
		The University of Alabama	0	0
		Indeed.com*	1	1
<b>1603145 Total</b>			<b>3</b>	<b>1</b>
1603256	Account Executive	LinkedIn	1	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	0
		RecruitMilitary	0	0
		Glassdoor	0	0
		CableFax	0	0
		Multi-Channel News	0	0
		Alabama A&M University	0	0
		University of Alabama-Birmingham	0	0
		The University of Alabama	0	0
<b>1603256 Total</b>			<b>3</b>	<b>1</b>
1506317	Commercial Editor	LinkedIn	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	2	1
		RecruitMilitary	0	0
		Glassdoor	0	0

1506317	Commercial Editor	CableFax	0	0
		Multi-Channel News	0	0
		Alabama A&M University	0	0
		University of Alabama-Birmingham	0	0
		The University of Alabama	0	0
		Google*	1	0
		Southwestern Illinois College 11th Annual Veterans Hiring Even	0	0
<b>1506317 Total</b>			<b>3</b>	<b>1</b>
1506141	Commercial Editor Lead	LinkedIn	0	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		RecruitMilitary	0	0
		Glassdoor	0	0
		CableFax	0	0
		Multi-Channel News	0	0
		Alabama A&M University	0	0
		University of Alabama-Birmingham	0	0
		The University of Alabama	0	0
		Indeed.com*	1	0
<b>1506141 Total</b>			<b>2</b>	<b>1</b>
1604460	Digital Account Planner	LinkedIn	1	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
		RecruitMilitary	0	0
		Glassdoor	0	0
		The University of Alabama	0	0
<b>1604460 Total</b>			<b>2</b>	<b>1</b>
1505167	Local Account Planner	LinkedIn	0	0
		Internal	2	2
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	2	1
		RecruitMilitary	0	0
		Glassdoor	0	0
		CableFax	0	0
		Multi-Channel News	0	0
		Alabama A&M University	0	0
		University of Alabama-Birmingham	0	0
<b>1505167 Total</b>			<b>4</b>	<b>3</b>
1505174	Local Account Planner	LinkedIn	0	0
		Internal	1	1
		Charter.com	1	1

1505174	Local Account Planner	Direct Employers	0	0
		RecruitMilitary	0	0
		Glassdoor	0	0
		CableFax	0	0
		Multi-Channel News	0	0
		Alabama A&M University	0	0
		University of Alabama-Birmingham	0	0
<b>1505174 Total</b>			<b>2</b>	<b>2</b>
1602805	Local Account Planner	LinkedIn	0	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		RecruitMilitary	0	0
		Glassdoor	0	0
		CableFax	0	0
		Multi-Channel News	0	0
		Alabama A&M University	0	0
		University of Alabama-Birmingham	0	0
		The University of Alabama	0	0
		Indeed.com*	1	0
		Hero2Hired Mega Hiring Event	0	0
<b>1602805 Total</b>			<b>2</b>	<b>1</b>
1506162	Media Marketing Rep	LinkedIn	1	1
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	2	0
		RecruitMilitary	0	0
		Glassdoor	0	0
		CableFax	0	0
		Multi-Channel News	0	0
		Alabama A&M University	0	0
		University of Alabama-Birmingham	0	0
		The University of Alabama	0	0
		Indeed.com*	9	0
		Southwestern Illinois College 11th Annual Veterans Hiring Even	0	0
		Facebook*	1	0
<b>1506162 Total</b>			<b>13</b>	<b>1</b>
1602781	Mgr, Local Sales III	LinkedIn	0	0
		Internal	2	1
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	0
		RecruitMilitary	0	0
		Glassdoor	0	0

1602781	Mgr, Local Sales III	CableFax	0	0
		Multi-Channel News	0	0
		Alabama A&M University	0	0
		University of Alabama-Birmingham	0	0
		The University of Alabama	0	0
		Hero2Hired Mega Hiring Event	0	0
<b>1602781 Total</b>			<b>3</b>	<b>1</b>
1601713	Sup, Sales Support	LinkedIn	0	0
		Internal	2	1
		Charter.com	0	0
		Direct Employers	0	0
		RecruitMilitary	0	0
		Glassdoor	0	0
		CableFax	0	0
		Multi-Channel News	0	0
		Alabama A&M University	0	0
		University of Alabama-Birmingham	0	0
		The University of Alabama	0	0
		Indeed.com*	1	0
		Southwestern Illinois College 11th Annual Veterans Hiring Even	0	0
		Northwood University Michigan Spring Career Expo	0	0
		Ranken Technical College Job Fair	0	0
<b>1601713 Total</b>			<b>3</b>	<b>1</b>
Grand Total			43	17

**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	2
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	4
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	0
Internal					No	12
Referral*					No	10
Indeed.com*					No	13
Google*					No	1
Facebook*					No	1
CableFax			cablefax.com		No	0
Multi-Channel News			multichannel.com		No	0
Alabama A&M University	4900 Meridian Street North	Normal, AL 35762	Career Development Services	256-372-5000	No	0
University of Alabama-Birmingham	3400 Ferguson Center	Tuscaloosa, AL 35487	Career Services	205-348-5848	No	0
The University of Alabama	936 19th Street South	Birmingham, AL 35294	Career Services	205-934-4324	No	0
Southwestern Illinois College 11th Annual Veterans Hiring Event	2500 Carlyle Ave.	Belleville, IL 62221	Career Services		No	0
Hero2Hired Mega Hiring Event	16987 Riverdale Dr.	Chesterfield, MO 63005	Brandy Scheer	636.778.3449	No	0
Northwood University Michigan Spring Career Expo	4000 Whiting Dr.	Midland, MI 48640	Career Services	989-837-4335	No	0
Ranken Technical College Job Fair	4431 Finney Ave.	St. Louis, MO 63113	Janie Summers	314-286-3665	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.

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	Lynda.com Training	Ongoing	Online courses for creative services staff to increase their knowledge and skills
5	PSS Training	10/28/2015	Sales training designed to increase sales executives knowledge of tactics
6	Spectrum Selling	8/24/2016	Sales training designed for sales staff on selling our products
7	Digital Sales Accelerator Training	Ongoing	Training designed to explore current digital landscape and digital sales
8	Southwestern Illinois College 11th Annual Veterans Hiring Event	2/25/2016	Career Fair
9	Hero2Hired Mega Hiring Event	4/20/2016	Career Fair
10	Northwood University Michigan Spring Career Expo	2/17/2016	Career Fair
11	Ranken Technical College Job Fair	3/3/2016	Career Fair