

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 12465 - OPS Los Angeles Cnty CA

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

Total Number of Full-Time Vacancies Filled During This Period: 192
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 479

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

FULL-TIME VACANCIES FILLED

State CA
FCC Unit 12465 - OPS Los Angeles Cnty CA

Req #	Job Title	Source	Interviewees Referred	Number Hired
1506953	Field Auditor	Charter.com	2	0
		Direct Employers	0	0
		Referral*	2	0
		Indeed*	3	1
1506953 Total			7	1
1604604	Advanced Broadband Installer	Internal	1	1
		Direct Employers	0	0
1604604 Total			1	1
1503938	Broadband Technician	Internal	1	1
		Direct Employers	0	0
1503938 Total			1	1
1602563	Broadband Technician	Internal	1	1
		Direct Employers	0	0
1602563 Total			1	1
1604690	Broadband Technician Sr	Internal	1	1
		Direct Employers	0	0
1604690 Total			1	1
1602293	Advanced Technician	Internal	3	1
		Direct Employers	0	0
1602293 Total			3	1
1505109	Field Auditor	GlassDoor	1	0

1505109	Field Auditor	Charter.com	2	0
		Direct Employers	0	0
		Referral*	1	1
		Indeed*	1	0
		Charter.com*	1	1
1505109 Total			6	2
1601734	Field Auditor	Direct Employers	0	0
		Referral*	1	1
		Newspaper/TV/Radio Commercial/Print	1	0
1601734 Total			2	1
1602537	Field Auditor	Direct Employers	0	0
		Referral*	1	1
1602537 Total			1	1
1504039	Installation Trainee	GlassDoor	1	0
		Charter.com	3	2
		Direct Employers	0	0
		Referral*	2	2
		Indeed*	1	0
		Monster.com*	1	0
1504039 Total			8	4
1506448	Installation Trainee	Direct Employers	0	0
		Referral*	2	2
1506448 Total			2	2
1506807	Installation Trainee	Charter.com	2	0
		Direct Employers	0	0
		Referral*	6	5
		Charter.com*	1	0
1506807 Total			9	5
1506800	QA Inspector I	Internal	2	1
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	3	0
1506800 Total			6	1
1601976	QA Inspector I	Charter.com	1	1
		Direct Employers	0	0
1601976 Total			1	1
1601601	Repair Technician	Internal	5	5
		Direct Employers	0	0
1601601 Total			5	5
1505110	Field Auditor	Charter.com	1	1
		Direct Employers	0	0
		Referral*	2	0
		Charter.com*	1	0
1505110 Total			4	1

1505611	Advanced Broadband Installer	Charter.com	1	0
		Direct Employers	0	0
		Referral*	2	2
		Indeed*	1	1
1505611 Total			4	3
1506776	Advanced Broadband Installer	Internal	1	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	1
		Indeed*	2	1
1506776 Total			5	2
1602157	Advanced Broadband Installer	Internal	2	2
		Charter.com	7	4
		Direct Employers	0	0
		Referral*	7	6
		Indeed*	2	0
		RWM Fiber Optics, Inc.	2	2
		Bing.com*	1	1
		Newspaper/TV/Radio Commercial/Print	1	1
1602157 Total			22	16
1505794	Broadband Installer	GlassDoor	1	1
		Charter.com	2	1
		Direct Employers	0	0
		Referral*	4	2
		Charter.com*	1	0
1505794 Total			8	4
1506336	Broadband Installer	Direct Employers	0	0
		Referral*	1	1
1506336 Total			1	1
1507101	Broadband Installer	Charter.com	4	2
		Direct Employers	0	0
		Referral*	1	1
		Indeed*	4	2
		Google*	1	0
		Charter.com*	1	1
1507101 Total			11	6
1507135	Broadband Installer	Charter.com	1	1
		Direct Employers	0	0
		Referral*	1	1
		RWM Fiber Optics, Inc.	1	1
1507135 Total			3	3
1505898	Broadband Technician	Direct Employers	0	0
		Referral*	1	1
1505898 Total			1	1

1505920	Broadband Technician	Direct Employers	0	0
		Indeed*	1	1
1505920 Total			1	1
1507389	Broadband Technician	Internal	1	1
		Direct Employers	0	0
1507389 Total			1	1
1601068	Broadband Technician	Internal	3	2
		Charter.com	3	2
		Direct Employers	0	0
		Referral*	6	5
		Indeed*	1	0
		Facebook.com	1	1
		Monster.com*	1	1
		Beyond.com*	1	1
		Charter.com*	2	2
		Newspaper/TV/Radio Commercial/Print	1	0
1601068 Total			19	14
1603560	Broadband Technician	Direct Employers	0	0
		Indeed*	1	1
1603560 Total			1	1
1605012	Broadband Technician	Direct Employers	0	0
		Charter.com*	1	1
1605012 Total			1	1
1505797	Broadband Technician Sr	Internal	7	4
		Direct Employers	0	0
1505797 Total			7	4
1506273	Broadband Technician Sr	Charter.com	1	1
		Direct Employers	0	0
1506273 Total			1	1
1506453	Broadband Technician Sr	Internal	3	2
		Direct Employers	0	0
1506453 Total			3	2
1602204	Broadband Technician Sr	Internal	8	6
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	3	2
1602204 Total			12	8
1603991	Broadband Technician Sr	Internal	7	7
		Direct Employers	0	0
1603991 Total			7	7
1505798	CB Broadband Technician	Internal	8	1
		Direct Employers	0	0
1505798 Total			8	1
1506579	CB Broadband Technician	Internal	6	1

1506579	CB Broadband Technician	Direct Employers	0	0
1506579 Total			6	1
1601822	CB Broadband Technician	Internal	13	3
		Direct Employers	0	0
		Referral*	1	1
1601822 Total			14	4
1603217	CB Broadband Technician	Internal	9	4
		Direct Employers	0	0
1603217 Total			9	4
1503238	Construction Coordinator	Internal	6	1
		Direct Employers	0	0
		Referral*	3	1
		Google*	1	0
		Charter.com*	1	0
1503238 Total			11	2
1506954	Construction Coordinator	Internal	2	0
		Direct Employers	0	0
		Referral*	1	0
		Indeed*	2	1
1506954 Total			5	1
1504649	Dispatcher I	Company Recruiter	1	1
		Direct Employers	0	0
		Referral*	1	1
		Indeed*	2	0
1504649 Total			4	2
1603170	Dispatcher I	Internal	1	0
		Direct Employers	0	0
		Referral*	4	2
		Indeed*	3	2
1603170 Total			8	4
1604278	Dispatcher Lead	Internal	7	1
		Direct Employers	0	0
1604278 Total			7	1
1505599	Field Auditor	Charter.com	1	0
		Direct Employers	0	0
		Referral*	3	2
		Indeed*	1	0
		Charter.com*	1	0
1505599 Total			6	2
1506454	Field Auditor	Direct Employers	0	0
		CareerBuilder.com*	1	0
		Charter.com*	1	1
1506454 Total			2	1
1601154	Financial Analyst III	Charter.com	1	0

1601154	Financial Analyst III	Direct Employers Indeed*	0 3	0 1
1601154 Total			4	1
1601869	Fleet Administrator	Internal Direct Employers Referral*	5 0 5	0 0 2
1601869 Total			10	2
1602561	Maintenance Coordinator	Direct Employers Referral*	0 1	0 1
1602561 Total			1	1
1506783	Maintenance Worker	Internal Direct Employers Referral* Indeed* craigslist.com	2 0 4 3 1	0 0 0 0 1
1506783 Total			10	1
1507114	Mgr, Supply Chain Hub	GlassDoor Charter.com Direct Employers Indeed*	3 4 0 3	0 1 0 0
1507114 Total			10	1
1601363	Mgr, Technical Operations	Internal Direct Employers	10 0	1 0
1601363 Total			10	1
1601393	Network Technician	Internal Direct Employers	3 0	3 0
1601393 Total			3	3
1603135	QA Inspector I	Internal Direct Employers	1 0	1 0
1603135 Total			1	1
1506527	Service Coordinator	Internal Charter.com Direct Employers Referral* Indeed*	3 1 0 3 1	0 1 0 0 0
1506527 Total			8	1
1506407	Sr System Technician	Direct Employers Referral* Indeed*	0 2 1	0 1 0
1506407 Total			3	1
1601931	Sup, Dispatch	Internal Direct Employers	10 0	1 0
1601931 Total			10	1
1506532	Sup, Supply Chain Hub	GlassDoor	0	0

1506532	Sup, Supply Chain Hub	Charter.com	8	1
		Direct Employers	0	0
1506532 Total			8	1
1601460	Sup, Supply Chain Hub	GlassDoor	0	0
		LinkedIn	1	0
		Charter.com	9	1
		Direct Employers	0	0
		Indeed*	3	0
1601460 Total			13	1
1505909	Sup, Technical Service	Internal	11	1
		Direct Employers	0	0
1505909 Total			11	1
1507316	Sup, Technical Service	Internal	16	2
		Direct Employers	0	0
1507316 Total			16	2
1507197	System Technician I	Internal	2	1
		Direct Employers	0	0
1507197 Total			2	1
1601271	System Technician I	Internal	1	1
		Direct Employers	0	0
		simplyhired.com*	1	0
1601271 Total			2	1
1505421	System Technician II	Internal	5	0
		Direct Employers	0	0
		Referral*	1	1
		Charter.com*	1	0
1505421 Total			7	1
1507103	System Technician II	GlassDoor	1	0
		Internal	2	0
		Charter.com	3	0
		Direct Employers	0	0
		Referral*	1	1
1507103 Total			7	1
1505859	Warehouse Technician	GlassDoor	0	0
		Charter.com	3	2
		Direct Employers	0	0
		Referral*	2	1
		Indeed*	1	0
1505859 Total			6	3
1506335	Warehouse Technician	GlassDoor	0	0
		Charter.com	2	1
		Direct Employers	0	0
		Referral*	1	0
		Indeed*	3	1

1506335 Total			6	2
1506921	Warehouse Technician	GlassDoor	0	0
		Charter.com	2	0
		Direct Employers	0	0
		Referral*	5	1
		Indeed*	2	1
1506921 Total			9	2
1601860	Warehouse Technician	GlassDoor	1	1
		Charter.com	2	0
		Direct Employers	0	0
		Referral*	2	0
		Indeed*	1	0
1601860 Total			6	1
1604447	Warehouse Technician	GlassDoor	2	0
		Charter.com	4	0
		Direct Employers	0	0
		Referral*	6	1
		Indeed*	6	0
		Google*	1	0
1604447 Total			19	1
1506699	Workforce Mgmt Technical Coord	Internal	3	1
		Direct Employers	0	0
		Referral*	1	1
1506699 Total			4	2
1603563	Workforce Mgmt Technical Coord	Internal	1	1
		Direct Employers	0	0
1603563 Total			1	1
1505894	Advanced Broadband Installer	Internal	1	1
		Direct Employers	0	0
		Referral*	2	2
		Indeed*	1	0
1505894 Total			4	3
1506790	Advanced Broadband Installer	Direct Employers	0	0
		Referral*	1	1
1506790 Total			1	1
1601940	Advanced Broadband Installer	Direct Employers	0	0
		Referral*	2	2
1601940 Total			2	2
1602320	Advanced Broadband Installer	Direct Employers	0	0
		Referral*	2	2
		WyoTech.edu*	1	1
		Newspaper/TV/Radio Commercial/Print	1	0
1602320 Total			4	3
1603364	Advanced Broadband Installer	Charter.com	1	1

1603364	Advanced Broadband Installer	Direct Employers	0	0
		Referral*	4	4
		Indeed*	1	1
		RWM Fiber Optics, Inc.	1	1
1603364 Total			7	7
1604275	Advanced Broadband Installer	Company Recruiter	1	0
		Charter.com	5	1
		Direct Employers	0	0
		Referral*	3	1
1604275 Total			9	2
1505709	Broadband Technician Sr	Internal	3	3
		Direct Employers	0	0
1505709 Total			3	3
1603365	Broadband Technician Sr	Internal	2	2
		Direct Employers	0	0
1603365 Total			2	2
1505437	Field Auditor	Charter.com	1	1
		Direct Employers	0	0
		Referral*	4	2
1505437 Total			5	3
1601941	Field Auditor	Direct Employers	0	0
		Referral*	4	1
		Indeed*	1	0
		Charter.com*	1	0
		Newspaper/TV/Radio Commercial/Print	1	1
1601941 Total			7	2
1603874	QA Inspector I	Internal	1	1
		Charter.com	1	0
		Direct Employers	0	0
1603874 Total			2	1
Grand Total			479	192

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Americas Job Bank (State Job Bank)			www.americasjobbank.com		No	0
AOL Jobs			www.aol.com		No	0
Azusa Pacific University	901 E. Alostia Ave.	Azusa, CA, 91702	Campus Recruiting-NACELINK		No	0
Beyond.com*			Beyond.com		No	1
Bing.com*			Bing.com		No	1
Biola University	13800 Biola Avenue	La Mirada, CA, 90639	Campus Recruiting-NACELINK		No	0
Cable360			www.Cable360.com		No	0
Cal Polytechnic State University (Cal Poly)	ATT:HR Department. Room 110. 1 Grand Ave.	San Luis Obispo, CA. 93407	Careerservices@calpoly.edu	905.756.2501	No	0
Cal State Long Beach Career Center	1250 Bellflower Boulevard	Long Beach, CA 90840	Peggy Murphy Hayden	562.985.8468	No	0
Cal State Polytechnic University Pomona	3801 W Temple Ave	Pomona, CA, 91768	Campus Recruiting-NACELINK		No	0
Cal State University Fullerton	800 N. State College Blvd	Fullerton, CA, 92831	Campus Recruiting-NACELINK		No	0
Cal State University Northridge	18111 Nordhoff St	Northridge, CA, 91330	Campus Recruiting-NACELINK		No	0
Cal State University Riverside	900 University Ave	Riverside, CA, 92521	Campus Recruiting-NACELINK		No	0
Cal State University San Bernardino	5500 University Pkwy	San Bernardino, 92407-2318	Campus Recruiting-NACELINK		No	0
Career Builder*			www.careerbuilder.com		No	1
Career One Stop	5200 Irwindale Avenue	Irwindale, CA 91706	www.careeronestop.org		No	0
Career Transition Center	3447 Atlantic Avenue	Long Beach, CA 90807	Roxanne Gomez	562-570-3673	No	0
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	94
Company Recruiter	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	2

County of San Bernardino	157 West Fifth Street, First Floor	San Bernardino CA 92415-0440	www.csb-win.org		No	0
Craigslist*			www.craigslist.com		No	1
Dice			www.dice.com		No	0
Direct Employers	9002 N. Purdue Rd., Ste. 100	Indianapolis, IN 42628	directemployers.org	317-874-9000	No	0
EDD Website / State of CA- EDD (www.CalJobs.ca.gov)	315 W 9th St Ste 200	Los Angeles, CA 90015	Maria Nevarez and Danielle Dutsch	323. 271.3253 800.758.0398	No	0
El Monte, CA. Job Fair					No	0
Employment Connection					No	0
Facebook.com*			www.facebook.com		No	1
GI Jobs			Gijobs.com		No	0
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	10
Google*			google.com		No	3
Hart Employment Services Hart Employment Services	220 S. Kenwood St. Suite 320	Glendale, CA 91204	Lency Martinez Front Office Coordinator/Jr. Recruiter	Office: (626)405-0778 Fax: (626)577-851	No	0
Hub Cities One-Stop Career Cntr	2677 Zoe Avenue	Huntington Park, CA 90255	Rich Rocha	323-586-2224	No	0
Indeed*			indeed.com		No	55
Internal- Intranet			Panorama		No	180
Irwindale Job Fair 2012	4920 Rivergrade Rd.	Irwindale, CA. 91706	Irwindale Chamber of Commerce		No	0
Jobs.com			Jobs.com		No	0
LA Works One-Stop Cntr	5200 Irwindale Avenue, Ste 130	Irwindale, CA 91706	Fabian Garcia and Jorge Hernandez	626-960-3964 ext 2273 and 626-960-3964 ext 2292	No	0
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	1
Monster*			www.monster.com		No	2
Mt. San Antonio College (Mt. SAC)	1100 North Grand Avenue	Walnut, CA, 91789	Donna Paden, Job Developer - www.mtsac-csm.symplicity.com/ employers	dpaden@mtsac.edu	No	0
Newspaper/TV/Radio Commercial					No	5

Pasadena City College	1570 E Colorado Blvd	Pasadena, CA, 91106	Campus Recruiting-NACELINK		No	0
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	0
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	0
Referral*					No	116
RWM Fiber Optics. Inc					No	4
salesjob.com			salesjob.com		No	0
SELACO WIB Cerritos Career Cntr	10900 East 183rd Street, Ste 350	Cerritos, CA 90703	Larry Lee	562-402-9336, ext 1264	No	0
Simply Hired*			www.simplyhired.com		No	1
SLO OneStop	880 Industrial Way	San Luis Obispo, CA, 91789			No	0
SLOjobs			www.slojobs.com		No	0
Snagajob.com			www.snagajob.com		No	0
SourceRight					No	0
US Vets Organization	800 West Sixth Street, Suite 1505	Los Angeles, CA 90017	Herb	(323) 873-0355	No	0
Utilitiesjobs.com			www.utilitiesjobs.com		No	0
Van Nuys-N. Sherman Oaks Worksource Cntr	15400 Sherman Way, Ste 140	Van Nuys, CA 91406	Gary Lee and Socrates Garay	818-702-2843 and 818-596-4128	No	0
Verdugo Job Center	1255 S Central Ave	Glendale, CA 91204	www.verdugojobcenter.org	(818) 409-0476	No	0
Verdugo Jobs Center	1255 South Central Avenue	Glendale, CA 91204	M. Galicia, N. Jimenez and Gerald Washington	818-409-0476, 818-937-8014	No	0
Vet Central Organization	528 S Broadway	Santa Maria, CA 93454			No	0
West Covina Job Fair					No	0
West Oxnard Job & Career Cntr	635 South Ventura Road	Oxnard, CA 93030	Robert Shiver-Decker and David Navarrete	805-382-8619 and 805-382-8633	No	0
West SGV Worksource Cntr	1000 Corporate Center Drive, Ste 550	Monterey Park, CA 91754	E. Gomez and Claudia Calderon	323-647-6511 and 323-647-6500	No	0
Westwood College	3250 Wilshire Blvd., Ste 400	Los Angeles, CA 90010	www.westwood.edu		No	0

WyoTech.edu*		WyoTech.edu*	No	1
Yahoo.com		www.yahoo.com	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	Alhambra Job and Career Fair	8/18/2016	Asian American Economic Development Enterprise, Inc. A nonprofit organization dedicated to Employment, Education, Enterprise, and Excellence. Alhambra Job and Career Fair was on Friday, August 18, 2015 at Almansor Court, 700 S. Almansor St. Alhambra, CA 91801. This Job Fair is advertised in the Asian Community Newspaper, Pasadena Star News, and the San Gabriel Valley Tribune. Annually, approximately 80 employers participated and 700 job seekers attended the job fair.
5	El Monte-Rosemead Adult S	4/20/2016	El Monte-Rosemead Adult School Job Fair. 10807 Ramon Blvd. El Monte, CA 91731. The EDD an equal opportunity employer was a partner in this event. Over 35 companies represented.
6	City of Baldwin Park's Job Fair	3/9/2016	City of Baldwin Park's Job Fair Confirmation Letter Wednesday, March 9, 10am-1pm. City of Baldwin Park, Community Development Department. The EDD an equal opportunity employer was a partner in this event.

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12465 - OPS Los Angeles Cnty CA**

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

Total Number of Full-Time Vacancies Filled During This Period: 107
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 314

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

FULL-TIME VACANCIES FILLED

State CA
FCC Unit 12465 - OPS Los Angeles Cnty CA

Req #	Job Title	Source	Interviewees Referred	Number Hired
1505844	Concierge Rep, Spec Comm Sol	Charter.com	3	1
		Direct Employers	0	0
		Referral*	1	0
		Charter TV	1	0
1505844 Total			5	1
1601263	Store Associate	CareerBuilder.com	1	1
		Direct Employers	0	0
1601263 Total			1	1
1506652	Store Lead	Charter.com	1	1
		Direct Employers	0	0
1506652 Total			1	1
1504142	Business Account Executive	Indeed	1	1
		LinkedIn	1	1
		Charter.com	2	1
		Direct Employers	0	0
		Referral*	1	1
1504142 Total			5	4
1506637	Business Account Executive	Indeed	3	1
		LinkedIn	1	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	2	1
1506637 Total			7	2

1602879	Store Associate	Indeed	1	0
		Charter.com	5	1
		Direct Employers	0	0
1602879 Total			6	1
1504924	Direct Sales Rep	Indeed	1	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	2	2
1504924 Total			4	2
1506056	Direct Sales Rep	GlassDoor	1	0
		Indeed	2	0
		Charter.com	5	1
		Direct Employers	0	0
		Referral*	3	2
1506056 Total			11	3
1601743	Direct Sales Rep	CareerBuilder.com	3	1
		Indeed	5	0
		LinkedIn	1	0
		Charter.com	13	3
		Direct Employers	0	0
		Referral*	3	2
1601743 Total			25	6
1602472	Direct Sales Rep	CareerBuilder.com	2	0
		Charter.com	4	1
		Direct Employers	0	0
		Referral*	4	3
		Zip Recruiter	2	0
1602472 Total			12	4
1603049	Direct Sales Rep	LinkedIn	1	0
		Charter.com	14	8
		Direct Employers	0	0
		Referral*	1	0
1603049 Total			16	8
1603259	Direct Sales Rep	Indeed	1	0
		Charter.com	4	1
		Direct Employers	0	0
1603259 Total			5	1
1603351	Direct Sales Rep	Beyond.com	1	0
		CareerBuilder.com	2	0
		Indeed	1	0
		Charter.com	13	2
		Direct Employers	0	0
		Referral*	6	2
		Charter TV	2	0
1603351 Total			25	4
1601216	Sup, Direct Sales I-SFU	CareerBuilder.com	1	0

1601216	Sup, Direct Sales I-SFU	Indeed	3	2
		Monster	1	0
		Charter.com	13	1
		Direct Employers	0	0
1601216 Total			18	3
1602576	Sup, Direct Sales I-SFU	Indeed	4	2
		Charter.com	2	0
		Direct Employers	0	0
		Referral*	2	0
1602576 Total			8	2
1601606	Store Associate	Indeed	1	0
		Charter.com	1	1
		Direct Employers	0	0
1601606 Total			2	1
1504415	Business Account Executive	GlassDoor	1	0
		Indeed	1	0
		LinkedIn	2	0
		Charter.com	4	2
		Direct Employers	0	0
		Referral*	3	0
1504415 Total			11	2
1504749	Business Account Executive	Indeed	1	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	2	1
1504749 Total			4	1
1505924	Business Account Executive	Charter.com	1	1
		Direct Employers	0	0
		Referral*	1	0
1505924 Total			2	1
1506301	Business Account Executive	Indeed	2	0
		Charter.com	3	2
		Direct Employers	0	0
		Referral*	1	0
1506301 Total			6	2
1506530	Business Account Executive	Indeed	1	0
		Direct Employers	0	0
		Referral*	1	1
1506530 Total			2	1
1506558	Business Account Executive	Indeed	1	1
		Charter.com	1	0
		Direct Employers	0	0
1506558 Total			2	1
1602513	Business Account Executive	CareerBuilder.com	1	1
		Direct Employers	0	0
1602513 Total			1	1

1603919	Business Account Executive	Charter.com	2	1
		Direct Employers	0	0
		Referral*	1	0
1603919 Total			3	1
1504653	Direct Sales Rep	Direct Employers	0	0
		Referral*	5	3
1504653 Total			5	3
1505763	Direct Sales Rep	Indeed	1	0
		LinkedIn	1	1
		Charter.com	1	1
		Direct Employers	0	0
1505763 Total			3	2
1505992	Direct Sales Rep	GlassDoor	1	0
		LinkedIn	1	0
		Charter.com	2	1
		Direct Employers	0	0
		Referral*	4	1
1505992 Total			8	2
1506548	Direct Sales Rep	CareerBuilder.com	1	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	1
1506548 Total			3	1
1601745	Direct Sales Rep	Indeed	1	0
		Charter.com	11	4
		Direct Employers	0	0
		Referral*	4	0
1601745 Total			16	4
1602121	Direct Sales Rep	GlassDoor	2	1
		Indeed	2	0
		Charter.com	6	4
		Direct Employers	0	0
		Referral*	1	0
1602121 Total			11	5
1602520	Direct Sales Rep	GlassDoor	1	1
		Indeed	4	2
		Charter.com	10	4
		Direct Employers	0	0
		Referral*	9	4
1602520 Total			24	11
1602828	Direct Sales Rep	CareerBuilder.com	1	0
		Charter.com	8	4
		Direct Employers	0	0
		Referral*	6	3
1602828 Total			15	7
1604914	Direct Sales Rep	Charter.com	1	0

1604914	Direct Sales Rep	Direct Employers Charter TV	0 1	0 1
1604914 Total			2	1
1505522	Mgr, Sales Business Accounts	Charter.com Direct Employers	1 0	1 0
1505522 Total			1	1
1601091	Mgr, Sales I -Direct Sales-SFU	Charter.com Direct Employers Referral*	2 0 1	2 0 0
1601091 Total			3	2
1605142	Recruiter II	Charter.com Direct Employers	1 0	1 0
1605142 Total			1	1
1505423	Store Associate	Indeed Charter.com Direct Employers	1 3 0	0 1 0
1505423 Total			4	1
1506863	Sup, Direct Sales I-SFU	Charter.com Direct Employers	5 0	1 0
1506863 Total			5	1
1601215	Sup, Direct Sales I-SFU	GlassDoor Indeed LinkedIn Charter.com Direct Employers	1 3 1 8 0	0 0 1 0 0
1601215 Total			13	1
1506332	Sup, Retail Sales	Direct Employers Referral*	0 1	0 1
1506332 Total			1	1
1506357	Business Account Executive	Charter.com Direct Employers	1 0	1 0
1506357 Total			1	1
1601429	Business Account Executive	Direct Employers Referral*	0 1	0 1
1601429 Total			1	1
1601578	Business Account Executive	Charter.com Direct Employers Referral*	3 0 1	1 0 0
1601578 Total			4	1
1605147	Business Account Executive	Charter.com Direct Employers	1 0	1 0
1605147 Total			1	1
1506232	Store Associate	Indeed Direct Employers	1 0	1 0
1506232 Total			1	1
1504799	Business Account Executive	GlassDoor	1	0

1504799	Business Account Executive	Indeed	1	0
		Charter.com	1	1
		Direct Employers	0	0
1504799 Total			3	1
1602086	Business Account Executive	Charter.com	1	1
		Direct Employers	0	0
1602086 Total			1	1
1601945	Store Associate	CareerBuilder.com	1	1
		Charter.com	3	0
		Direct Employers	0	0
1601945 Total			4	1
1602025	Concierge Rep, Spec Comm Sol	Direct Employers	0	0
		Referral*	1	1
1602025 Total			1	1
Grand Total			314	107

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	0
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	9
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	8
Beyond*						1
CareerBuilder						13
Indeed*						43
Monster*						1
Employee Referral						69
Charter TV						4
Zip Recruiter						2

* 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
12465 - OPS Los Angeles Cnty CA**

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: 6

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

FULL-TIME VACANCIES FILLED

State CA
FCC Unit 12465 - OPS Los Angeles Cnty CA

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1505273	Mgr, Human Resources I	RecruitMilitary	0	0
		Internal	1	1
		Multichannel News	0	0
		Direct Employers	0	0
		GlassDoor*	1	0
		Cable Fax	0	0
1505273 Total			2	1
1601288	Sr Dir, ISP	Agency	1	0
		RecruitMilitary	0	0
		Internal	1	0
		Multichannel News	0	0
		Charter.com	1	1
		Direct Employers	0	0
		Referral*	1	0
		Cable Fax	0	0
1601288 Total			4	1
Grand Total			6	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	1
MultiChannel News	28 E 28th ST.	New York, NY 10016	N/A	N/A	No	0
Cable Fax	9211 Corporate Blvd	Rockville, MD 20850	N/A	301-354-2000	No	0

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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			
5			

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
12465 - OPS Los Angeles Cnty CA**

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

Total Number of Full-Time Vacancies Filled During This Period: 8
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 18

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

FULL-TIME VACANCIES FILLED

State CA
FCC Unit 12465 - OPS Los Angeles Cnty CA

Req #	Job Title	Source	Interviewees Referred	Number Hired
1505813	Mgr, Regl Mrkg - Enterprise	GlassDoor	1	0
		Internal	3	1
		Charter.com	0	0
		Direct Employers	0	0
		Indeed*	2	0
1505813 Total			6	1
1506128	Major Accounts Executive	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1506128 Total			1	1
1505913	Account Manager ESM	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1505913 Total			1	1
1601388	Major Accounts Executive	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1601388 Total			1	1
1504315	Project Manager	Internal	1	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	0
		Indeed*	1	1

1504315 Total			4	1
1506674	Project Manager	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	0
1506674 Total			1	0
1601445	Project Manager	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1601445 Total			1	1
1601702	Right of Entry Specialist	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1601702 Total			1	1
1504624	Strategic Acct Mgr K12 Edu/Lib	Internal	2	1
		Charter.com	0	0
		Direct Employers	0	0
1504624 Total			2	1
Grand Total			18	8

RECRUITMENT SOURCE LIST

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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	1
Indeed*	177 Broad St 6th Fl	Stamford, CT 06901	indeed.com	203-328-2691	No	3
Referral*						4

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