

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 12471 - OPS Shasta Cnty CA

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

Total Number of Full-Time Vacancies Filled During This Period: 11
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 CA
FCC Unit 12471 - OPS Shasta Cnty CA

Req #	Job Title	Source	Interviewees Referred	Number	
				Hired	
1507216	Broadband Installer	Internal	1	1	
		Charter.com	2	1	
		Direct Employers	0	0	
		Shasta College	0	0	
		Careeronestop.org	1	0	
		Referral*	1	0	
		Indeed*	3	0	
1507216 Total			8	2	
1602977	Broadband Installer	Charter.com	3	1	
		Direct Employers	0	0	
		Shasta College	0	0	
		Craigslist	1	0	
		Indeed*	2	1	
1602977 Total			6	2	
1603766	Broadband Technician Sr	Internal	2	2	
		Direct Employers	0	0	
1603766 Total			2	2	
1504759	Field Auditor	Charter.com	1	0	
		Direct Employers	0	0	
		Referral*	1	1	
		Indeed*	1	0	

1504759 Total			3	1
1601556	Field Auditor	Charter.com	3	0
		Direct Employers	0	0
		Shasta College	0	0
		Referral*	3	2
		Indeed*	3	0
1601556 Total			9	2
1603088	Maintenance Technician	Internal	6	1
		Direct Employers	0	0
		Indeed*	2	0
1603088 Total			8	1
1506602	Service Estimator	Internal	1	1
		Direct Employers	0	0
		Shasta College	0	0
1506602 Total			1	1
Grand Total			37	11

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			www.americasjobba		no	0
AOL Jobs			www.aol.com		no	0
Azusa Pacific	901 E. Alostia Ave.	Azusa, CA, 91702	Campus Recruiting-		no	0
Beyond.com			Beyond.com			0
Bing.com			Bing.com			0
Biola University	13800 Biola Avenue	La Mirada, CA,	Campus Recruiting-		no	0
Cable360			www.Cable360.com		no	0
Cal Polytechnic	ATT:HR	San Luis Obispo,	Careerservices@cal	905.756.2501	no	0
Cal State Long	1250 Bellflower	Long Beach, CA	Peggy Murphy	562.985.8468	no	0
Cal State	3801 W Temple Ave	Pomona, CA, 91768	Campus Recruiting-		no	0
Cal State University	800 N. State College	Fullerton, CA, 92831	Campus Recruiting-		no	0
Cal State University	18111 Nordhoff St	Northridge, CA,	Campus Recruiting-		no	0
Cal State University	900 University Ave	Riverside, CA,	Campus Recruiting-		no	0
Cal State University	5500 University	San Bernardino,	Campus Recruiting-		no	0
Career Builder			www.careerbuilder.c		no	0
Career One Stop	5200 Irwindale	Irwindale, CA 91706	www.careeronestop.org		no	1
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	9
Company Recruiter	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555		0
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						0
Employment Connection					no	0
Facebook.com			www.facebook.com		no	0
GI Jobs			Gijobs.com		no	0

GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	0
Google search engine			www.google.com		no	0
Google*			google.com		No	0
Hart Employment ServicesHart Employment Services	220 S. Kenwood St. Suite 320	Glendale, CA 9120	Lency Martinez Front Office Coordinator/Jr. Recruiter	Office: (626)405-0778 Fax: (626)577-851		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	11
Internal- Intranet			Panorama		no	10
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	0
Monster			www.monster.com		no	0
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	0
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*						5
RWM Fiber Optics. Inc						0

						0
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
Shastacollege.edu			Shastacollege.edu		no	0
Simply Hired			www.simplyhired.co m		no	0
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.co m		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.verdugojobcent er.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	0
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 School Job Fair.	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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12471 - OPS Shasta Cnty CA**

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: 38

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

FULL-TIME VACANCIES FILLED

State CA
FCC Unit 12471 - OPS Shasta Cnty CA

Req #	Job Title	Source	Interviewees Referred	Number Hired
1604048	Business Account Executive	Charter.com	1	1
		Direct Employers	0	0
1604048 Total			1	1
1601631	Direct Sales Rep	Craig's List	1	0
		GlassDoor	1	0
		Indeed	3	2
		LinkedIn	3	0
		Monster	1	0
		Charter.com	5	2
		Direct Employers	0	0
		Referral*	3	1
1601631 Total			17	5
1602471	Direct Sales Rep	Indeed	2	1
		Charter.com	2	1
		Direct Employers	0	0
		Referral*	5	3
1602471 Total			9	5
1506744	Store Associate	Indeed	2	1
		Monster	2	0
		Direct Employers	0	0
1506744 Total			4	1
1506936	Sup, Direct Sales I-SFU	Indeed	1	0
		Charter.com	5	1
		Direct Employers	0	0
		Referral*	1	0
1506936 Total			7	1
Grand Total			38	13

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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	13
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	3
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	1
Indeed*						8
Monster*						3
Craig's List*						1
Employee Referral						9

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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 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.