

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 12309 - Corp Arapahoe Cnty CO

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

Total Number of Full-Time Vacancies Filled During This Period: **75**
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: **109**

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

FULL-TIME VACANCIES FILLED

State CO
FCC Unit 12309 - Corp Arapahoe Cnty CO

Req #	Job Title	Source	Interviewees Referred	Number Hired
1504070	Principal Engineer I	GlassDoor	0	0
		LinkedIn	1	1
		Charter.com	0	0
		Direct Employers	0	0
		NextGen Global Resources*	1	0
1504070 Total			2	1
1505059	Product Integrations Engineer	GlassDoor	0	0
		Charter.com	1	1
		Direct Employers	0	0
1505059 Total			1	1
1505420	Dir, Commercial WiFi Products	GlassDoor	0	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1505420 Total			1	1
1605586	Sr Program Manager	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Kforce*	1	1
1605586 Total			1	1
1506375	Bus Analyst Software Delivery	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0

1506375	Bus Analyst Software Delivery	Referral*	1	1
1506375 Total			1	1
1604843	Data Scientist	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	1
1604843 Total			1	1
1507228	Dir, Customer Portal	GlassDoor	0	0
		LinkedIn	1	0
		Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	1
1507228 Total			2	1
1505672	Dir, Software Development Ops	GlassDoor	0	0
		LinkedIn	0	0
		Charter.com	1	1
		Direct Employers	0	0
1505672 Total			1	1
1603426	Dir, UX Design	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1603426 Total			1	1
1505773	Dir, Web Technologies	GlassDoor	0	0
		Charter.com	1	1
		Direct Employers	0	0
1505773 Total			1	1
1506509	Dir, Wireless Products	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Atrilogy	1	1
1506509 Total			1	1
1604867	Dir, Wireless Products	GlassDoor	0	0
		Charter.com	1	1
		Direct Employers	0	0
1604867 Total			1	1
1604222	Executive Assistant	GlassDoor	0	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1604222 Total			1	1
1604466	Facilities Assistant I	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1604466 Total			1	1

1604857	Facilities Assistant I	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1604857 Total			1	1
1504206	Facilities Assistant II	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
		Monster*	1	1
1504206 Total			2	2
1507368	Facilities Assistant II	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1507368 Total			1	1
1602458	Facilities Assistant II	GlassDoor	0	0
		Veterans Career Fair	1	1
		Charter.com	0	0
		Direct Employers	0	0
1602458 Total			1	1
1603765	Facilities Assistant II	GlassDoor	0	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1603765 Total			1	1
1601135	Financial Analyst	GlassDoor	0	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1601135 Total			1	1
1604193	Mgr, Business Analysis	GlassDoor	0	0
		Charter.com	1	0
		Direct Employers	0	0
		Indeed*	1	0
		Quantix*	1	1
1604193 Total			3	1
1502901	Mgr, Customer Portal	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1502901 Total			1	1
1605120	Mgr, Customer Portal	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1

1605120 Total			1	1
1603378	Mgr, QA Accessibility	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1603378 Total			1	1
1505258	Mgr, Software Delivery	GlassDoor	0	0
		LinkedIn	0	0
		Charter.com	1	1
		Direct Employers	0	0
1505258 Total			1	1
1602724	Mgr, UX Design	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1602724 Total			1	1
1604926	Mgr, UX Development	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1604926 Total			1	1
1603901	Mgr, Video Products	GlassDoor	0	0
		Charter.com	1	1
		Direct Employers	0	0
1603901 Total			1	1
1604045	Mgr, Video Products	GlassDoor	0	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1604045 Total			1	1
1506829	Network Engineer III	GlassDoor	0	0
		LinkedIn	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1506829 Total			1	1
1604928	Principal App Architect I	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1604928 Total			1	1
1602950	Principal App Architect II	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1602950 Total			1	1

1503827	Principal Engineer I	GlassDoor	0	0
		LinkedIn	0	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	1
1503827 Total			2	1
1602952	Purchasing Agent	GlassDoor	0	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	0
1602952 Total			2	1
1505963	Recruiter II	GlassDoor	0	0
		Internal	1	0
		Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	1
1505963 Total			2	1
1604192	Scrum Master, UX Dev	GlassDoor	1	0
		LinkedIn	1	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	0
		Quantix*	1	0
		Apex Systems*	1	1
1604192 Total			6	1
1505233	Software Principal I	GlassDoor	0	0
		LinkedIn	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1505233 Total			1	1
1505232	Software Principal II	GlassDoor	0	0
		LinkedIn	0	0
		Charter.com	1	1
		Direct Employers	0	0
1505232 Total			1	1
1505234	Software Principal II	GlassDoor	0	0
		LinkedIn	0	0
		Charter.com	1	1
		Direct Employers	0	0
1505234 Total			1	1
1604962	Sr Analyst Video Products	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Apex Systems*	1	1

1604962 Total			1	1
1506861	Sr Application Developer	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1506861 Total			1	1
1605121	Sr Business Analyst	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1605121 Total			1	1
1602515	Sr Commercial Product Analyst	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1602515 Total			1	1
1603819	Sr Dir, Business Development	GlassDoor	0	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1603819 Total			1	1
1507305	Sr Dir, Wireless Operations	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1507305 Total			1	1
1602433	Sr Financial Analyst	GlassDoor	1	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	0
		Indeed*	1	1
		Veriant Solutions*	2	1
1602433 Total			5	2
1506140	Sr Mgr, Fin Plan & Analysis	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	1
1506140 Total			1	1
1506137	Sr Mgr, Procurement	GlassDoor	0	0
		Charter.com	1	1
		Direct Employers	0	0
1506137 Total			1	1
1603206	Sr Mgr, Product Deliv & Intake	GlassDoor	0	0
		Internal	1	1
		Charter.com	1	0
		Direct Employers	0	0

1603206 Total			2	1
1604696	Sr Mgr, Real Est PortfolioPlan	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	1
1604696 Total			1	1
1505192	Sr Mgr, Video Products	GlassDoor	0	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	0
1505192 Total			2	0
1603597	Sr Mgr, Video Products	GlassDoor	0	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1603597 Total			1	1
1602675	Sr Product Analyst	GlassDoor	0	0
		Charter.com	1	1
		Direct Employers	0	0
1602675 Total			1	1
1505755	Sr Product Intelligence Dev	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1505755 Total			1	1
1504209	Sup, Facilities	GlassDoor	0	0
		Internal	1	0
		Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	1
1504209 Total			2	1
1604780	VP, Architecture	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1604780 Total			1	1
1602432	VP, Native Client Development	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	1
1602432 Total			1	1
1602144	VP, Product Intelligence	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1602144 Total			1	1

1505094	Associate Buyer	GlassDoor	0	0
		Charter.com	1	0
		Direct Employers	0	0
		Indeed*	2	1
1505094 Total			3	1
1601655	Associate Buyer	GlassDoor	1	1
		Charter.com	0	0
		Direct Employers	0	0
1601655 Total			1	1
1603169	Associate Buyer	GlassDoor	1	0
		LinkedIn	1	1
		Veterans Career Fair	1	1
		Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	0
		Beyond.com*	1	0
		Simply Hired*	1	0
1603169 Total			6	2
1601486	Mgr, Procurement	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Case Interactive Staffing*	1	1
1601486 Total			1	1
1601817	Proj Coordinator, Real Estate	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Denver Post Engineering & Technology Career Expo*	1	1
1601817 Total			1	1
1603614	Sr Buyer	GlassDoor	1	0
		Internal	1	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	1
		Indeed*	1	0
		Monster*	1	0
1603614 Total			6	1
1502884	Network Engineer III	GlassDoor	0	0
		LinkedIn	0	0
		Charter.com	1	1
		Direct Employers	0	0
		Referral*	1	0
		Kforce*	1	0
1502884 Total			3	1
1506225	Network Engineer III	GlassDoor	0	0
		LinkedIn	0	0
		Charter.com	0	0

1506225	Network Engineer III	Direct Employers	0	0
		Referral*	1	1
1506225 Total			1	1
1506294	Network Engineer III	GlassDoor	0	0
		LinkedIn	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1506294 Total			1	1
1603357	Network Engineer III	GlassDoor	0	0
		Charter.com	1	1
		Direct Employers	0	0
1603357 Total			1	1
1505842	Principal Engineer I	GlassDoor	0	0
		LinkedIn	0	0
		Charter.com	1	1
		Direct Employers	0	0
1505842 Total			1	1
1602158	Principal Engineer I	GlassDoor	0	0
		LinkedIn	0	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	0
1602158 Total			2	1
1604895	Principal Engineer I	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1604895 Total			1	1
1601816	Principal Engineer II	GlassDoor	0	0
		LinkedIn	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1601816 Total			1	1
1604771	VP, Outside Plant	GlassDoor	0	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	0
1604771 Total			2	1
Grand Total			109	75

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	20
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	5
Apex Systems*	3900 E Mexico Ave Suite 1000	Denver, CO 80210	Josh Ary	303-782-9500	No	2
Atrilogy	9085 E Mineral Circle Suite 340	Englewood, CO 80210	atrilogy.com		No	1
Beyond.com*					No	1
Case Interactive Staffing*					No	1
Veterans Career Fair	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	2
Denver Post Engineering and Technology Career Expo*					No	1
Indeed*			indeed.com		No	14
Kforce*	5299 DTC Blvd, Suite 330	Greenwood Village, CO	kforce.com	303-773-3700	No	2
Monster*	133 Boston Post Road	Weston, MA 02493	monster.com	978-461-8000	No	2
Quantix*	1777 S. Harrison St. #203	Denver, CO 80210	Heidi Salmons	720.457.7412	No	2
Variant Solutions*					No	2
Simply Hired*					No	1
Referral*					No	34
Internal					No	14
Next Gen Global Resources*	300 S Wacker Dr #300	Chicago, IL		312-450-8717	No	1

* 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	Fair Chance Career Fair	3/4/2016	Fair Chance Colorado works with Military Veterans, College Students and people who've been laid off due to an economic turn down or plant closure.
5	RecruitMilitary Career Fair	4/14/2016	The Recruit Military Career Fair is an all-veteran career fair to assist veterans to find employment.