

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
11015 - OPS Logan Cnty CO**

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

Total Number of Full-Time Vacancies Filled During This Period: 4
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 10

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

FULL-TIME VACANCIES FILLED

State CO
FCC Unit 11015 - OPS Logan Cnty CO

Req #	Job Title	Source	Interviewees Referred	Number Hired
1504911	Broadband Installer	Charter.com	3	1
		Direct Employers	0	0
		Indeed*	2	1
		Newspaper Ad	1	0
		TV*	2	1
		NEWorks*	1	0
1504911 Total			9	3
1604347	Broadband Installer	Charter.com	0	0
		Direct Employers	0	0
	CB Broadband Technician	Internal	1	1
		Referral*	0	0
1604347 Total			1	1
Grand Total			10	4

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	3
Newspaper Ad	504 N 3rd St,	Sterling, CO 80751	journal-advocate.com	970) 522-1990	No	1
TV Ad*			charter.com/careers	314-965-0555	No	2
Internal*					No	1
Indeed*			Indeed.com		No	2
NEWworks*			networks.nebraska.gov		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	Employee Referral Program	Ongoing	Employees who refer a qualified candidate that is hired and meets the timeline requirement of employment can potentially receive a \$300 referral bonus
5	Training Programs for Technicians	Ongoing	Charter Communications has a career path program for Broadband Technicians and System Technicians. Technicians can self promote through training and job proficiency. This program provides career progression opportunities for Technicians to strength and expand their abilities in their field and enables technicians to impact their own career progression and wages.