

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 12477 - OPS Arapahoe Cnty CO

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

Total Number of Full-Time Vacancies Filled During This Period: 10
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 CO
FCC Unit 12477 - OPS Arapahoe Cnty CO

Req #	Job Title	Source	Interviewees Referred	Number Hired
1507304	QA Analyst	GlassDoor	0	0
		Direct Employers	0	0
		Referral*	1	1
1507304 Total			1	1
1602129	Curriculum Developer	GlassDoor	0	0
		Direct Employers	0	0
		Referral*	4	1
1602129 Total			4	1
1601858	Field Operations Engineer III	GlassDoor	1	0
		Indeed	1	0
		Internal	1	0
		Charter.com	3	1
		Direct Employers	0	0
1601858 Total			6	1
1506737	Sr Business Analyst	GlassDoor	0	0
		Charter.com	1	1
		Direct Employers	0	0
1506737 Total			1	1
1602385	Sr Business Operations Analyst	GlassDoor	0	0
		Indeed	1	1
		Direct Employers	0	0
1602385 Total			1	1
1604803	Sr Curriculum Developer	GlassDoor	0	0

1604803	Sr Curriculum Developer	Internal Direct Employers	1 0	1 0
1604803 Total			1	1
1409899	Systems Engineer II	Agency GlassDoor Direct Employers	1 0 0	1 0 0
1409899 Total			1	1
1503673	VP, Field Ops Engineering	GlassDoor Internal Direct Employers	0 1 0	0 1 0
1503673 Total			1	1
1603835	VP, Region Operation Centers	GlassDoor Direct Employers Referral*	0 0 1	0 0 1
1603835 Total			1	1
1604071	Dir, Business Planning	GlassDoor Direct Employers Referral*	0 0 1	0 0 1
1604071 Total			1	1
Grand Total			18	10

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	4
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	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.

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2016 FCC EEO Public File Report for Charter Communications 12477 - OPS Arapahoe 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: 9

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

FULL-TIME VACANCIES FILLED

State CO
FCC Unit 12477 - OPS Arapahoe Cnty CO

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1601311	Acct. Exec., Spec Comm Sol	Charter.com	2	1
		Direct Employers	0	0
1601311 Total			2	1
1601770	Acct. Exec., Spec Comm Sol	Indeed	2	1
		Direct Employers	0	0
1601770 Total			2	1
1604200	Direct Sales Coordinator	Beyond.com	1	0
		GlassDoor	1	1
		Indeed	1	0
		Charter.com	1	0
		Direct Employers	0	0
1604200 Total			4	1
1603993	Sr Dir, Regional Stores	Charter.com	1	1
		Direct Employers	0	0
1603993 Total			1	1
Grand Total			9	4

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	4
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*						3
Beyond*						1

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#	Name	Date	Description
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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.

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2016 FCC EEO Public File Report for Charter Communications 12477 - OPS Arapahoe Cnty CO

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

Total Number of Full-Time Vacancies Filled During This Period: **119**
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: **246**

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

FULL-TIME VACANCIES FILLED

State CO
FCC Unit 12477 - OPS Arapahoe Cnty CO

Req #	Job Title	Source	Interviewees Referred	Number Hired
1505282	Systems Engineer I	Veterans Career Fair	1	0
		Internal	1	0
		Direct Employers	0	0
		Referral*	1	1
		LinkedIn*	1	0
1505282 Total			4	1
1505615	DNT Network Engineer III	Internal	1	1
		Direct Employers	0	0
1505615 Total			1	1
1507071	DNT Network Engineer III	Direct Employers	0	0
		LinkedIn*	1	1
1507071 Total			1	1
1601226	DNT Network Engineer III	Direct Employers	0	0
		Referral*	1	0
		LinkedIn*	1	1
		Cisco*	1	0
		GlassDoor	1	0
1601226 Total			4	1
1602095	DNT Network Engineer III	Charter.com	1	1
		Direct Employers	0	0
1602095 Total			1	1
(blank)	(blank)	(blank)	0	0
(blank) Total			0	0

1604628	Mgr, Business Planning	Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	1
1604628 Total			2	1
1604133	Mgr, Engineering	RecruitMilitary	0	0
		Multichannel News	0	0
		Direct Employers	0	0
		LinkedIn*	2	1
		Cable Fax	0	0
1604133 Total			2	1
1505198	Mgr, Network Engineering	RecruitMilitary	0	0
		Internal	1	1
		Multichannel News	0	0
		Direct Employers	0	0
		Cable Fax	0	0
1505198 Total			1	1
1505199	Mgr, Network Engineering	RecruitMilitary	0	0
		Multichannel News	0	0
		Direct Employers	0	0
		Referral*	1	0
		LinkedIn*	1	0
		Indeed*	1	1
		Cable Fax	0	0
		GlassDoor	1	0
1505199 Total			4	1
1601129	Mgr, Network Engineering	Internal	1	1
		Direct Employers	0	0
1601129 Total			1	1
1602110	Mgr, Network Engineering	Direct Employers	0	0
		Referral*	1	1
1602110 Total			1	1
1602111	Mgr, Network Engineering	Direct Employers	0	0
		LinkedIn*	1	1
1602111 Total			1	1
1602455	Mgr, Network Engineering	Charter.com	1	0
		Direct Employers	0	0
		LinkedIn*	2	1
1602455 Total			3	1
1604137	Mgr, Systems Engineering	RecruitMilitary	0	0
		Internal	2	0
		Denver All Veterans / Recruit Military Job Fair	1	0
		Multichannel News	0	0
		Direct Employers	0	0
		Referral*	1	1
		Cable Fax	0	0
1604137 Total			4	1

1602046	Mgr, Telephony Engineering	RecruitMilitary	0	0
		Internal	3	0
		Multichannel News	0	0
		Direct Employers	0	0
		Referral*	1	1
		LinkedIn*	2	0
		Cable Fax	0	0
1602046 Total			6	1
1504155	Mgr, Video Operations	RecruitMilitary	0	0
		Internal	1	1
		Multichannel News	0	0
		Direct Employers	0	0
		Cable Fax	0	0
		GlassDoor	1	0
1504155 Total			2	1
1506951	Mgr, Video Operations	RecruitMilitary	0	0
		Multichannel News	0	0
		Direct Employers	0	0
		Referral*	1	1
		Cable Fax	0	0
1506951 Total			1	1
1506585	Network Inventory Engineer I	RecruitMilitary	0	0
		Multichannel News	0	0
		Direct Employers	0	0
		Referral*	2	1
		Cable Fax	0	0
1506585 Total			2	1
1503425	Principal Engineer I	RecruitMilitary	0	0
		Multichannel News	0	0
		Direct Employers	0	0
		Referral*	1	1
		Cable Fax	0	0
1503425 Total			1	1
1504846	Principal Engineer I	Agency	1	1
		RecruitMilitary	0	0
		Multichannel News	0	0
		Direct Employers	0	0
		LinkedIn*	1	0
		Cable Fax	0	0
1504846 Total			2	1
1505573	Principal Engineer I	Internal	1	1
		Direct Employers	0	0
1505573 Total			1	1
1601236	Principal Engineer I	RecruitMilitary	0	0
		Internal	1	1
		Multichannel News	0	0

1601236	Principal Engineer I	Direct Employers	0	0
		Cable Fax	0	0
1601236 Total			1	1
1602045	Principal Engineer I	RecruitMilitary	0	0
		Internal	1	1
		Multichannel News	0	0
		Direct Employers	0	0
		Cable Fax	0	0
1602045 Total			1	1
1603074	Principal Engineer I	RecruitMilitary	0	0
		Multichannel News	0	0
		Direct Employers	0	0
		Referral*	1	1
		Cable Fax	0	0
1603074 Total			1	1
1601342	Project Administrator	Direct Employers	0	0
		Referral*	1	1
1601342 Total			1	1
1601784	Project Administrator	Direct Employers	0	0
		Referral*	1	1
1601784 Total			1	1
1601479	Project Manager - Engineer III	Direct Employers	0	0
		LinkedIn*	1	1
1601479 Total			1	1
1602193	Project Manager - Engineer III	Charter.com	1	1
		Direct Employers	0	0
1602193 Total			1	1
1603525	Project Manager Engineering II	RecruitMilitary	0	0
		Multichannel News	0	0
		Direct Employers	0	0
		Agency*	1	1
		Cable Fax	0	0
1603525 Total			1	1
1504251	Sr Dir, Engineering	Company Recruiter	1	0
		RecruitMilitary	0	0
		Multichannel News	0	0
		Direct Employers	0	0
		Referral*	2	1
		Cable Fax	0	0
1504251 Total			3	1
1504140	Systems Engineer I	Company Recruiter	1	0
		LinkedIn	1	0
		RecruitMilitary	0	0
		Internal	3	0
		Multichannel News	0	0
		Charter.com	2	0

1504140	Systems Engineer I	Direct Employers	0	0
		Referral*	4	0
		LinkedIn*	2	1
		Google*	1	0
		Indeed*	4	0
		Cable Fax	0	0
1504140 Total			18	1
1603524	Systems Engineer I	CU Boulder Career Fair	1	0
		RecruitMilitary	1	0
		Multichannel News	0	0
		Charter.com	1	1
		Direct Employers	0	0
		LinkedIn*	2	0
		Cable Fax	0	0
1603524 Total			5	1
1504594	Systems Engineer II	RecruitMilitary	0	0
		Multichannel News	0	0
		Direct Employers	0	0
		Referral*	1	1
		Cable Fax	0	0
1504594 Total			1	1
1506972	Systems Engineer II	RecruitMilitary	1	0
		Internal	1	1
		Multichannel News	0	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	0
		LinkedIn*	1	0
		Indeed*	1	0
		Cable Fax	0	0
		GlassDoor	1	0
1506972 Total			7	1
1507054	Systems Engineer II	RecruitMilitary	0	0
		Multichannel News	0	0
		Direct Employers	0	0
		Referral*	1	1
		Cable Fax	0	0
1507054 Total			1	1
1601071	Systems Engineer II	RecruitMilitary	0	0
		Multichannel News	0	0
		Charter.com	1	1
		Direct Employers	0	0
		Cable Fax	0	0
1601071 Total			1	1
1601072	Systems Engineer II	RecruitMilitary	0	0
		Internal	1	1

1601072	Systems Engineer II	Multichannel News	0	0
		Direct Employers	0	0
		Cable Fax	0	0
1601072 Total			1	1
1602744	Systems Engineer II	Company Recruiter	1	1
		RecruitMilitary	0	0
		Internal	1	0
		Multichannel News	0	0
		Direct Employers	0	0
		Cable Fax	0	0
1602744 Total			2	1
1602746	Systems Engineer II	RecruitMilitary	0	0
		Internal	1	1
		Multichannel News	0	0
		Direct Employers	0	0
		Cable Fax	0	0
1602746 Total			1	1
1603774	Systems Engineer II	Direct Employers	0	0
		Referral*	1	1
1603774 Total			1	1
1604259	Systems Engineer II	RecruitMilitary	0	0
		Multichannel News	0	0
		Charter.com	1	1
		Direct Employers	0	0
		Cable Fax	0	0
1604259 Total			1	1
1604265	Systems Engineer II	RecruitMilitary	0	0
		Internal	1	1
		Multichannel News	0	0
		Direct Employers	0	0
		Indeed*	1	0
		Cable Fax	0	0
1604265 Total			2	1
1506978	Systems Engineer III	RecruitMilitary	0	0
		Multichannel News	0	0
		Direct Employers	0	0
		Referral*	1	1
		Cable Fax	0	0
1506978 Total			1	1
1504848	Telephone Ops Engineer II	RecruitMilitary	0	0
		Internal	3	1
		Multichannel News	0	0
		Direct Employers	0	0
		Referral*	2	0
		Indeed*	1	0
		Cable Fax	0	0

1504848 Total			6	1
1506957	Telephone Ops Engineer II	RecruitMilitary	0	0
		Internal	2	0
		Multichannel News	0	0
		Charter.com	2	1
		Direct Employers	0	0
		Referral*	1	0
		LinkedIn*	1	0
		Cable Fax	0	0
		GlassDoor	1	0
1506957 Total			7	1
1507151	Telephone Ops Engineer II	RecruitMilitary	0	0
		Multichannel News	0	0
		Charter.com	2	0
		Direct Employers	0	0
		LinkedIn*	1	1
		Cable Fax	0	0
1507151 Total			3	1
1507150	Telephone Ops Engineer III	RecruitMilitary	0	0
		Multichannel News	0	0
		Charter.com	2	0
		Direct Employers	0	0
		Referral*	3	0
		Google*	1	1
		Cable Fax	0	0
1507150 Total			6	1
1602042	Telephone Ops Engineer III	RecruitMilitary	0	0
		Internal	1	0
		Multichannel News	0	0
		Direct Employers	0	0
		Referral*	3	1
		LinkedIn*	1	0
		Cable Fax	0	0
1602042 Total			5	1
1603778	Telephone Ops Engineer III	RecruitMilitary	0	0
		Internal	1	1
		Multichannel News	0	0
		Direct Employers	0	0
		Referral*	1	0
		LinkedIn*	1	0
		Cable Fax	0	0
1603778 Total			3	1
1507154	Traffic & Capacity Eng III	RecruitMilitary	0	0
		Internal	1	1
		Multichannel News	0	0
		Charter.com	2	0

1507154	Traffic & Capacity Eng III	Direct Employers	0	0
		LinkedIn*	1	0
		Cable Fax	0	0
1507154 Total			4	1
1603716	VP, Provisioning	RecruitMilitary	0	0
		Multichannel News	0	0
		Direct Employers	0	0
		Referral*	1	1
		Cable Fax	0	0
1603716 Total			1	1
1505574	Systems Engineer III	Internal	1	1
		Direct Employers	0	0
1505574 Total			1	1
1505576	Systems Engineer III	Charter.com	1	1
		Direct Employers	0	0
1505576 Total			1	1
1603625	Systems Engineer III	Internal	1	1
		Direct Employers	0	0
1603625 Total			1	1
1504850	Telephone Ops Engineer II	Direct Employers	0	0
		Referral*	1	1
1504850 Total			1	1
1603719	VP, ApplicationPlatformOps-OSS	Internal	1	1
		Direct Employers	0	0
1603719 Total			1	1
1603722	VP, Data & Implementation Ctrs	Internal	1	1
		Direct Employers	0	0
1603722 Total			1	1
1603763	VP, Regional ISP	Direct Employers	0	0
		Referral*	1	1
1603763 Total			1	1
1603131	Dir, Network Security Ops	RecruitMilitary	0	0
		Multichannel News	0	0
		Charter.com	1	0
		Direct Employers	0	0
		LinkedIn*	1	1
		Cable Fax	0	0
1603131 Total			2	1
1506105	Principal Security Engineer I	RecruitMilitary	0	0
		Multichannel News	0	0
		Direct Employers	0	0
		GI Jobs*	1	1
		Cable Fax	0	0
1506105 Total			1	1
1601253	Principal Security Engineer I	RecruitMilitary	0	0
		Multichannel News	0	0

1601253	Principal Security Engineer I	Charter.com	1	1
		Direct Employers	0	0
		Cable Fax	0	0
1601253 Total			1	1
1601794	Principal Security Engineer I	RecruitMilitary	0	0
		Multichannel News	0	0
		Charter.com	1	0
		Direct Employers	0	0
		LinkedIn*	1	1
		Cable Fax	0	0
1601794 Total			2	1
1602360	Security Engineer I	RecruitMilitary	0	0
		Multichannel News	0	0
		Direct Employers	0	0
		Referral*	1	1
		Cable Fax	0	0
1602360 Total			1	1
1602469	Security Engineer II	RecruitMilitary	0	0
		Multichannel News	0	0
		Direct Employers	0	0
		Referral*	1	1
		Cable Fax	0	0
1602469 Total			1	1
1505856	Security Engineer III	RecruitMilitary	0	0
		Internal	1	1
		Multichannel News	0	0
		Direct Employers	0	0
		Cable Fax	0	0
1505856 Total			1	1
1506092	Systems Engineer I	RecruitMilitary	0	0
		Internal	1	0
		Multichannel News	0	0
		Direct Employers	0	0
		LinkedIn*	2	0
		Google*	1	1
		Indeed*	1	0
		Cable Fax	0	0
1506092 Total			5	1
1506093	Systems Engineer I	RecruitMilitary	0	0
		Internal	1	0
		Multichannel News	0	0
		Direct Employers	0	0
		LinkedIn*	1	1
		Cable Fax	0	0
1506093 Total			2	1
1505748	Systems Engineer III	Indeed	1	0

1505748	Systems Engineer III	RecruitMilitary	0	0
		Internal	1	0
		Multichannel News	0	0
		Charter.com	2	1
		Direct Employers	0	0
		Referral*	2	0
		Cable Fax	0	0
1505748 Total			6	1
1506804	Systems Engineer III	RecruitMilitary	0	0
		Multichannel News	0	0
		Direct Employers	0	0
		Referral*	1	1
		Cable Fax	0	0
1506804 Total			1	1
1506805	Systems Engineer III	RecruitMilitary	0	0
		Multichannel News	0	0
		Direct Employers	0	0
		Referral*	1	1
		Cable Fax	0	0
1506805 Total			1	1
1601241	Systems Engineer III	Agency	3	0
		Intranet	1	0
		RecruitMilitary	0	0
		Internal	1	0
		Multichannel News	0	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	0
		LinkedIn*	1	0
		Google*	1	1
		Cable Fax	0	0
		GlassDoor	2	0
1601241 Total			11	1
1602470	Systems Engineer III	RecruitMilitary	0	0
		Internal	1	1
		Multichannel News	0	0
		Direct Employers	0	0
		Cable Fax	0	0
1602470 Total			1	1
1504629	Advanced Video Engineer I	RecruitMilitary	0	0
		Internal	1	0
		Multichannel News	0	0
		Charter.com	1	1
		Direct Employers	0	0
		Cable Fax	0	0
1504629 Total			2	1

1505281	Advanced Video Engineer I	RecruitMilitary	0	0
		Multichannel News	0	0
		Direct Employers	0	0
		Referral*	1	1
		Cable Fax	0	0
1505281 Total			1	1
1506856	Advanced Video Engineer I	RecruitMilitary	0	0
		Internal	1	1
		Multichannel News	0	0
		Direct Employers	0	0
		Cable Fax	0	0
1506856 Total			1	1
1504009	Advanced Video Engineer II	Indeed	1	0
		RecruitMilitary	0	0
		Multichannel News	0	0
		Direct Employers	0	0
		Agency*	1	1
		Cable Fax	0	0
1504009 Total			2	1
1504486	Advanced Video Engineer II	RecruitMilitary	0	0
		Multichannel News	0	0
		Charter.com	1	1
		Direct Employers	0	0
		Cable Fax	0	0
1504486 Total			1	1
1601230	Advanced Video Engineer II	RecruitMilitary	0	0
		Internal	1	1
		Multichannel News	0	0
		Direct Employers	0	0
		Cable Fax	0	0
1601230 Total			1	1
1603253	Advanced Video Engineer II	RecruitMilitary	0	0
		Internal	1	1
		Multichannel News	0	0
		Direct Employers	0	0
		Cable Fax	0	0
1603253 Total			1	1
1603255	Advanced Video Engineer II	RecruitMilitary	0	0
		Multichannel News	0	0
		Direct Employers	0	0
		Other - Please* specify below	1	1
		Cable Fax	0	0
1603255 Total			1	1
1603290	Advanced Video Engineer II	RecruitMilitary	0	0
		Multichannel News	0	0
		Direct Employers	0	0

1603290	Advanced Video Engineer II	Referral*	1	1
		Cable Fax	0	0
1603290 Total			1	1
1504034	Advanced Video Engineer III	RecruitMilitary	0	0
		Multichannel News	0	0
		Direct Employers	0	0
		Referral*	1	1
		Cable Fax	0	0
1504034 Total			1	1
1601070	Advanced Video Engineer III	Agency	1	1
		RecruitMilitary	0	0
		Multichannel News	0	0
		Direct Employers	0	0
		Referral*	2	0
		LinkedIn*	1	0
		Cable Fax	0	0
1601070 Total			4	1
1602356	Advanced Video Engineer III	RecruitMilitary	0	0
		Internal	1	1
		Multichannel News	0	0
		Direct Employers	0	0
		Cable Fax	0	0
1602356 Total			1	1
1603226	Assoc Systems Ops Engineer	RecruitMilitary	0	0
		Multichannel News	0	0
		Direct Employers	0	0
		Referral*	1	1
		Cable Fax	0	0
1603226 Total			1	1
1506855	Assoc Video Ops Engineer	RecruitMilitary	0	0
		Internal	1	1
		Multichannel News	0	0
		Direct Employers	0	0
		Cable Fax	0	0
1506855 Total			1	1
1507161	Assoc Video Ops Engineer	RecruitMilitary	0	0
		Internal	1	1
		Multichannel News	0	0
		Direct Employers	0	0
		Cable Fax	0	0
1507161 Total			1	1
1601061	Assoc Video Ops Engineer	RecruitMilitary	0	0
		Internal	1	1
		Multichannel News	0	0
		Direct Employers	0	0
		Cable Fax	0	0

1601061 Total				1	1
1504134	Complex Translations Engr III	RecruitMilitary		0	0
		Multichannel News		0	0
		Direct Employers		0	0
		Referral*		2	0
		Agency*		1	1
		Cable Fax		0	0
1504134 Total				3	1
1504842	DNT Network Engineer I	RecruitMilitary		0	0
		Multichannel News		0	0
		Direct Employers		0	0
		Indeed*		1	1
		Cable Fax		0	0
1504842 Total				1	1
1507164	Advanced Video Engineer II	Direct Employers		0	0
		Insight Global Inc.		1	1
1507164 Total				1	1
1505575	Principal Engineer II	Internal		1	1
		Direct Employers		0	0
1505575 Total				1	1
1602476	Advanced Video Engineer I	Charter.com		1	1
		Direct Employers		0	0
1602476 Total				1	1
1602477	Advanced Video Engineer I	Agency		1	1
		Direct Employers		0	0
1602477 Total				1	1
1602479	Advanced Video Engineer I	Internal		1	1
		Charter.com		1	0
		Direct Employers		0	0
1602479 Total				2	1
1504176	Advanced Video Engineer II	RecruitMilitary		0	0
		Charter.com		1	1
		Direct Employers		0	0
1504176 Total				1	1
1602228	Advanced Video Engineer II	Charter.com		1	1
		Direct Employers		0	0
1602228 Total				1	1
1602229	Advanced Video Engineer II	Direct Employers		0	0
		Referral*		1	1
1602229 Total				1	1
1602483	Advanced Video Engineer II	Charter.com		1	1
		Direct Employers		0	0
		Google*		1	0
1602483 Total				2	1
1602484	Advanced Video Engineer II	Direct Employers		0	0
		Referral*		1	1

1602484 Total				1	1
1603248	Advanced Video Engineer II	Internal		1	1
		Direct Employers		0	0
1603248 Total				1	1
1507048	Advanced Video Engineer III	Internal		1	1
		Direct Employers		0	0
1507048 Total				1	1
1603269	Advanced Video Engineer III	Intranet		1	1
		Direct Employers		0	0
1603269 Total				1	1
1603272	Advanced Video Engineer III	Direct Employers		0	0
		Referral*		1	1
1603272 Total				1	1
1601797	Assoc Video Ops Engineer	Direct Employers		0	0
		Referral*		1	1
1601797 Total				1	1
1604263	Assoc Video Ops Engineer	Other - Please specify below		1	1
		Direct Employers		0	0
1604263 Total				1	1
1604261	Business Analyst Network Ops	Direct Employers		0	0
		Referral*		1	1
1604261 Total				1	1
1603349	Dir, Human Resources I	Direct Employers		0	0
		Indeed*		1	1
1603349 Total				1	1
1603257	Dir, Video Operations	Direct Employers		0	0
		Referral*		1	1
1603257 Total				1	1
1506057	DNT Network Engineer I	Internal		1	0
		Direct Employers		0	0
		Google*		1	1
		Indeed*		1	0
1506057 Total				3	1
1506059	DNT Network Engineer I	Internal		1	0
		Charter.com		1	1
		Direct Employers		0	0
		Google*		1	0
		Indeed*		1	0
1506059 Total				4	1
1507070	DNT Network Engineer I	Internal		1	1
		Direct Employers		0	0
1507070 Total				1	1
1601593	DNT Network Engineer I	Internal		1	1
		Direct Employers		0	0
1601593 Total				1	1
1506186	DNT Network Engineer II	Internal		2	1

1506186	DNT Network Engineer II	Charter.com	1	0
		Direct Employers	0	0
		LinkedIn*	1	0
		Monster*	1	0
1506186 Total			5	1
1506189	DNT Network Engineer II	Direct Employers	0	0
		LinkedIn*	1	1
1506189 Total			1	1
1506351	DNT Network Engineer II	Internal	1	1
		Direct Employers	0	0
1506351 Total			1	1
1507068	DNT Network Engineer II	Direct Employers	0	0
		Referral*	1	1
1507068 Total			1	1
1507069	DNT Network Engineer II	Internal	1	1
		Charter.com	1	0
		Direct Employers	0	0
		Dice.com*	1	0
		Craig's List*	1	0
		GlassDoor	1	0
1507069 Total			5	1
1601130	DNT Network Engineer II	Charter.com	1	1
		Direct Employers	0	0
		LinkedIn*	1	0
1601130 Total			2	1
Grand Total			246	119

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	19
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	1
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	34
GlassDoor.com*	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	8
PSG	4000 Smith Rd.	Cincinnati, OH 45209	Jon Byers	513-725-1162	No	7
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
Boulder University	N352133 UCB	Boulder, CO 80309	Karl Emmerick		No	11
Insight Global	4170 Ashford Dunwoody Rd., Suite 250	Atlanta, GA 30319			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	University of Boulder	3/4/16	Job Fair
5	Veterans Career Fair	4/14/16	Job Fair

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
12477 - OPS Arapahoe Cnty CO**

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

Total Number of Full-Time Vacancies Filled During This Period: 21
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 56

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

FULL-TIME VACANCIES FILLED

State CO
FCC Unit 12477 - OPS Arapahoe Cnty CO

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1507320	Business Analyst-Process &Data	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1507320 Total			1	1
1506491	Financial Analyst II	GlassDoor	1	0
		Charter.com	0	0
		Direct Employers	0	0
		Indeed*	3	1
1506491 Total			4	1
1504354	Intern	GlassDoor	0	0
		LinkedIn	2	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	0
		Google*	1	1
		Indeed*	3	1
		Andrew Hudon's Job List*	2	0
1504354 Total			9	2
1602282	Intern	GlassDoor	1	1
		Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	0

1602282 Total			2	1
1503803	Major Accounts Executive	GlassDoor	1	0
		LinkedIn	2	1
		Charter.com	1	0
		Direct Employers	0	0
		CableFax*	1	0
		Simply Hired*	1	0
1503803 Total			6	1
1504978	Mgr, Data Governance & Rptg	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1504978 Total			1	1
1506565	Network Compliance Analyst I	GlassDoor	0	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	1	0
		Referral*	3	2
1506565 Total			5	3
1602806	Network Compliance Analyst I	GlassDoor	0	0
		Charter.com	1	0
		Direct Employers	0	0
		Indeed*	1	1
1602806 Total			2	1
1604494	Project Manager	GlassDoor	1	0
		Internal	2	0
		Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	1
1604494 Total			4	1
1503848	Sr Business Analyst-Ops	GlassDoor	0	0
		LinkedIn	2	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		Quantix*	1	1
1503848 Total			4	2
1505350	Sr Client Srvcs Account Spec	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	0
		Indeed*	1	1
1505350 Total			2	1
1506562	Sr Curriculum Designer	GlassDoor	0	0
		LinkedIn	2	0
		Internal	2	1

1506562	Sr Curriculum Designer	Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	0
		Indeed*	1	0
1506562 Total			7	1
1505261	Sr Dir, Bus Process Analysis	GlassDoor	0	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	1
1505261 Total			2	1
1506049	Sr Mgr, Chnl Partners/NatlAcct	GlassDoor	0	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1506049 Total			1	1
1506051	Sr Partner Enablement Spec	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	2	1
1506051 Total			2	1
1506563	Sr Sales Trainer	GlassDoor	1	0
		Internal	1	1
		Charter.com	1	0
		Direct Employers	0	0
1506563 Total			3	1
1604602	Systems Analyst-Ops	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1604602 Total			1	1
Grand Total			56	21

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	1
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	5
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	7
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	5
Google*						1
Cablefax*						1
Quantix	1777 S. Harrison St. Suite 203	Denver, CO 80210	Heidi Salmons	720-457-7412	No	1
Indeed*						11
Simply Hired*						1
Andrew Hudson's Job List*						2
Referral*						12

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