

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 12819 - COE Fairfield Cnty CT

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

Total Number of Full-Time Vacancies Filled During This Period: 118  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 359

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

### FULL-TIME VACANCIES FILLED

State (All)  
FCC Unit 12819 - COE Fairfield Cnty CT

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1504804	Assoc Accounts Rec. Specialist	Charter.com	3	1
		Direct Employers	0	0
		Referral*	1	0
		Indeed*	3	1
		Google*	1	0
		jobsinmadison.com*	2	0
		Accountemps*	1	1
<b>1504804 Total</b>			<b>11</b>	<b>3</b>
1602876	Assoc Accounts Rec. Specialist	RecruitMilitary	0	0
		Internal	1	0
		Charter.com	2	0
		Direct Employers	0	0
		Referral*	1	1
		Cable Fax	0	0
		Multichannel News	0	0
		Indeed*	2	1
		jobsinmadison.com*	1	0
		Job Center of Wisconsin*	1	0
<b>1602876 Total</b>			<b>8</b>	<b>2</b>
1504038	Strategic Accounts Coordinator	Internal	5	2
		Charter.com	0	0

1504038	Strategic Accounts Coordinator	Direct Employers Referral*	0 1	0 1
<b>1504038 Total</b>			<b>6</b>	<b>3</b>
1602216	Strategic Accounts Coordinator	Internal Charter.com Direct Employers	1 0 0	1 0 0
<b>1602216 Total</b>			<b>1</b>	<b>1</b>
1603796	Strategic Accounts Coordinator	Charter.com Direct Employers	1 0	1 0
<b>1603796 Total</b>			<b>1</b>	<b>1</b>
1603393	Sr Strategic Accts Specialist	Internal Charter.com Direct Employers	1 0 0	1 0 0
<b>1603393 Total</b>			<b>1</b>	<b>1</b>
1505023	Bus Controls Analyst-Cust Ops	Internal Charter.com Direct Employers Referral* Indeed*	1 0 0 1 2	1 0 0 0 1
<b>1505023 Total</b>			<b>4</b>	<b>2</b>
1503093	Business Analyst II, SPMO	Charter.com Direct Employers Indeed* theladders.com*	2 0 1 1	2 0 1 1
<b>1503093 Total</b>			<b>4</b>	<b>4</b>
1601495	Business Analyst II, SPMO	Internal Charter.com Direct Employers Indeed*	1 1 0 1	1 0 0 0
<b>1601495 Total</b>			<b>3</b>	<b>1</b>
1502040	Business Analyst-Process &Data	Charter.com Direct Employers Referral* Indeed* Monster* LinkedIn*	0 0 1 3 2 8	0 0 0 0 0 1
<b>1502040 Total</b>			<b>14</b>	<b>1</b>
1602107	Business Analyst-Process &Data	Charter.com Direct Employers Referral*	0 0 1	0 0 1
<b>1602107 Total</b>			<b>1</b>	<b>1</b>
1602271	Business Analyst-Process &Data	Internal Charter.com Direct Employers	1 0 0	1 0 0

<b>1602271 Total</b>			<b>1</b>	<b>1</b>
1507245	Commission Operations Analyst	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1507245 Total</b>			<b>1</b>	<b>1</b>
1602956	Communications Specialist	Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	1
<b>1602956 Total</b>			<b>1</b>	<b>1</b>
1603612	Dir, Business Planning	Direct Employers	0	0
		Beyond.com*	1	1
<b>1603612 Total</b>			<b>1</b>	<b>1</b>
1602700	Dir, Operational Initiatives	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
<b>1602700 Total</b>			<b>1</b>	<b>1</b>
1507340	Dir, Program Management	Charter.com	2	0
		Direct Employers	0	0
		Indeed*	1	0
		Beyond.com*	1	0
		LinkedIn*	2	0
		Kforce*	1	1
<b>1507340 Total</b>			<b>7</b>	<b>1</b>
1603783	Dir, Program Management	Charter.com	2	0
		Direct Employers	0	0
		Indeed*	1	0
		LinkedIn*	2	1
		localjobnetwork.com*	1	0
		RecruitMilitary*	1	0
<b>1603783 Total</b>			<b>7</b>	<b>1</b>
1604697	Dir, Real Est PortPI&Trans Mgt	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	0
		Indeed*	1	0
		ZipRecruiter.com*	1	0
		LinkedIn*	4	0
<b>1604697 Total</b>			<b>7</b>	<b>0</b>
1602148	Dir, Serv Delivery&Process Ops	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1602148 Total</b>			<b>1</b>	<b>1</b>
1603110	Editor, Online Support	Charter.com	0	0
		Direct Employers	0	0
		Beyond.com*	1	1

<b>1603110 Total</b>			<b>1</b>	<b>1</b>
1603373	Executive Assistant	Internal	1	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	3	0
		Indeed*	4	2
<b>1603373 Total</b>			<b>9</b>	<b>2</b>
1602368	Forecasting & Staffing Analyst	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
<b>1602368 Total</b>			<b>1</b>	<b>1</b>
1604150	Forecasting & Staffing Analyst	Charter.com	1	1
		Direct Employers	0	0
<b>1604150 Total</b>			<b>1</b>	<b>1</b>
1604616	Forecasting & Staffing Analyst	Charter.com	1	1
		Direct Employers	0	0
<b>1604616 Total</b>			<b>1</b>	<b>1</b>
1505542	Mgr, Business Controls	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1505542 Total</b>			<b>1</b>	<b>1</b>
1507079	Mgr, Business Planning Cust Op	Charter.com	2	1
		Direct Employers	0	0
		GlassDoor.com	1	0
<b>1507079 Total</b>			<b>3</b>	<b>1</b>
1502111	Mgr, Commercial SupportContent	Internal	1	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	0
		GlassDoor.com	2	0
		LinkedIn*	2	1
<b>1502111 Total</b>			<b>7</b>	<b>1</b>
1505093	Mgr, Operational Readiness	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
<b>1505093 Total</b>			<b>1</b>	<b>1</b>
1603251	Mgr, WFM Forecasting	Charter.com	1	1
		Direct Employers	0	0
<b>1603251 Total</b>			<b>1</b>	<b>1</b>
1506452	Operations Analyst I	Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	0
		Indeed*	4	1
<b>1506452 Total</b>			<b>6</b>	<b>1</b>

1602748	Operations Analyst I-Ops	Charter.com	0	0
		Direct Employers	0	0
		Insight Global*	1	1
<b>1602748 Total</b>			<b>1</b>	<b>1</b>
1503094	Program Mgr, SPMO	Internal	1	1
		Charter.com	1	0
		Direct Employers	0	0
		LinkedIn*	1	1
<b>1503094 Total</b>			<b>3</b>	<b>2</b>
1503416	Reporting Analyst	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
		Indeed*	1	0
<b>1503416 Total</b>			<b>2</b>	<b>1</b>
1502140	Social Media Support Analyst	Internal	2	1
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	0
		Indeed*	1	0
		LinkedIn*	1	0
<b>1502140 Total</b>			<b>6</b>	<b>1</b>
1506870	Sr Business Operations Analyst	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	0
<b>1506870 Total</b>			<b>2</b>	<b>1</b>
1601933	Sr Business Operations Analyst	Internal	2	1
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
		Indeed*	1	0
<b>1601933 Total</b>			<b>4</b>	<b>2</b>
1601219	Sr Commission Ops Analyst	Direct Employers	0	0
		Indeed*	1	1
<b>1601219 Total</b>			<b>1</b>	<b>1</b>
1601757	Sr Data & Reporting Analyst	Charter.com	0	0
		Direct Employers	0	0
		GlassDoor.com	1	1
<b>1601757 Total</b>			<b>1</b>	<b>1</b>
1601630	Sr Dir, Business Planning	Charter.com	1	0
		Direct Employers	0	0
		Indeed*	3	1
		LinkedIn*	1	0
<b>1601630 Total</b>			<b>5</b>	<b>1</b>

1603889	Sr Dir, Business Planning	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1603889 Total</b>			<b>1</b>	<b>1</b>
1603970	Sr Dir, Human Resources	Indeed	1	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1603970 Total</b>			<b>2</b>	<b>1</b>
1605511	Sr Dir, Real Estate	Charter.com	0	0
		Direct Employers	0	0
		ZipRecruiter.com*	1	1
<b>1605511 Total</b>			<b>1</b>	<b>1</b>
1506495	Sr Financial Analyst	Internal	1	0
		Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	0
		GlassDoor.com	1	1
<b>1506495 Total</b>			<b>3</b>	<b>1</b>
1504232	Sr IVR Analyst	Internal	1	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1504232 Total</b>			<b>2</b>	<b>1</b>
1602358	Sr Mgr, Analytics & Reporting	Internal	1	0
		Charter.com	1	1
		Direct Employers	0	0
<b>1602358 Total</b>			<b>2</b>	<b>1</b>
1602078	Sr Mgr, Business Planning	Charter.com	0	0
		Direct Employers	0	0
		GlassDoor.com	1	1
<b>1602078 Total</b>			<b>1</b>	<b>1</b>
1604417	Sr Mgr, Fin Plan & Analysis	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1604417 Total</b>			<b>1</b>	<b>1</b>
1503828	Sr Mgr, Support Content	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		Google*	1	0
<b>1503828 Total</b>			<b>2</b>	<b>1</b>
1602512	Sr Mgr, WFM Forecasting	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1

1602512	Sr Mgr, WFM Forecasting	Indeed*	1	0
<b>1602512 Total</b>			<b>2</b>	<b>1</b>
1603600	Sr Project Manager	Internal	1	1
		Charter.com	1	0
		Direct Employers	0	0
<b>1603600 Total</b>			<b>2</b>	<b>1</b>
1506707	VP, Integration	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1506707 Total</b>			<b>1</b>	<b>1</b>
1503751	VP, Quality Process & Training	Charter.com	0	0
		Direct Employers	0	0
		Other*	1	1
<b>1503751 Total</b>			<b>1</b>	<b>1</b>
1506945	Workforce Mgmt Systems Analyst	Internal	2	1
		Charter.com	0	0
		Direct Employers	0	0
<b>1506945 Total</b>			<b>2</b>	<b>1</b>
1504528	Billing Application Analyst II	Internal	4	1
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	0
<b>1504528 Total</b>			<b>5</b>	<b>1</b>
1602654	Business Analyst - Cust Ops	Internal	1	1
		Charter.com	2	0
		Direct Employers	0	0
		GlassDoor.com	1	0
		Hiring Our Heroes Mega Hiring Event	0	0
<b>1602654 Total</b>			<b>4</b>	<b>1</b>
1603056	Business Analyst - Cust Ops	Internal	4	1
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	0
<b>1603056 Total</b>			<b>5</b>	<b>1</b>
1504893	Business Analyst II, SPMO	RecruitMilitary	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
		Cable Fax	0	0
		Multichannel News	0	0
<b>1504893 Total</b>			<b>1</b>	<b>1</b>
1505263	Business Analyst II, SPMO	RecruitMilitary	0	0
		Internal	1	1
		Charter.com	0	0

1505263	Business Analyst II, SPMO	Direct Employers	0	0
		Cable Fax	0	0
		Multichannel News	0	0
<b>1505263 Total</b>			<b>1</b>	<b>1</b>
1601499	Business Analyst II, SPMO	Internal	6	2
		Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	0
<b>1601499 Total</b>			<b>7</b>	<b>2</b>
1602980	Business Analyst IT	RecruitMilitary	0	0
		Internal	3	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
		Cable Fax	0	0
		Multichannel News	0	0
		Indeed*	1	0
		localjobnetwork.com*	1	0
		Hiring Our Heroes Mega Hiring Event	0	0
<b>1602980 Total</b>			<b>6</b>	<b>1</b>
1506735	Business Analyst, M&A	RecruitMilitary	0	0
		Internal	2	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	0
		Multichannel News	0	0
		LinkedIn*	1	1
<b>1506735 Total</b>			<b>5</b>	<b>1</b>
1601234	Business Data Analyst II	RecruitMilitary	0	0
		Internal	4	0
		Charter.com	1	0
		Direct Employers	0	0
		Cable Fax	0	0
		Multichannel News	0	0
		Indeed*	2	0
		LinkedIn*	2	1
<b>1601234 Total</b>			<b>9</b>	<b>1</b>
1601389	Business Data Analyst II	Charter.com	1	0
		Direct Employers	0	0
		Referral*	3	3
<b>1601389 Total</b>			<b>4</b>	<b>3</b>
1602405	Comm Contracts Billing Analyst	RecruitMilitary	0	0
		Internal	3	2
		Charter.com	0	0



1602405	Comm Contracts Billing Analyst	Direct Employers	0	0
		Referral*	3	2
		Cable Fax	0	0
		Multichannel News	0	0
		Other*	1	0
		GlassDoor.com	1	0
		Beyond.com*	1	0
		LinkedIn*	1	0
		Hiring Our Heroes Mega Hiring Event	0	0
<b>1602405 Total</b>			<b>10</b>	<b>4</b>
1506419	Cust Care App Support Analyst	Internal	4	1
		Charter.com	0	0
		Direct Employers	0	0
<b>1506419 Total</b>			<b>4</b>	<b>1</b>
1601983	Data Processing Coordinator	Internal	6	1
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	3	0
		Indeed*	2	0
<b>1601983 Total</b>			<b>11</b>	<b>1</b>
1602622	Dir, Desktop Applications	Internal	4	1
		Charter.com	2	1
		Direct Employers	0	0
		LinkedIn*	1	0
		localjobnetwork.com*	1	0
<b>1602622 Total</b>			<b>8</b>	<b>2</b>
1601076	Dir, Program Management	Internal	1	1
		Charter.com	2	0
		Direct Employers	0	0
		Referral*	1	0
		Cable Fax	0	0
		Multichannel News	0	0
		Indeed*	1	1
<b>1601076 Total</b>			<b>5</b>	<b>2</b>
1505689	Knowledge Content Admin	RecruitMilitary	0	0
		Internal	3	1
		Charter.com	0	0
		Direct Employers	0	0
		Cable Fax	0	0
		Multichannel News	0	0
		Indeed*	1	0
<b>1505689 Total</b>			<b>4</b>	<b>1</b>
1507083	Mgr, Data Governance & Rptg	RecruitMilitary	0	0
		Internal	1	1

1507083	Mgr, Data Governance & Rptg	Charter.com	0	0
		Direct Employers	0	0
		Cable Fax	0	0
		Multichannel News	0	0
<b>1507083 Total</b>			<b>1</b>	<b>1</b>
1602411	Program Manager	Internal	1	0
		Charter.com	2	0
		Direct Employers	0	0
		Referral*	2	1
		Indeed*	2	0
		LinkedIn*	4	0
<b>1602411 Total</b>			<b>11</b>	<b>1</b>
1504265	Project Manager	Internal	5	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	0
		Indeed*	3	1
		Monster*	3	0
		LinkedIn*	5	0
		Yahoo*	1	0
<b>1504265 Total</b>			<b>19</b>	<b>1</b>
1506927	Project Manager	Internal	1	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	2	1
		Indeed*	2	0
		Google*	1	0
		LinkedIn*	2	0
<b>1506927 Total</b>			<b>9</b>	<b>1</b>
1603238	Project Manager	RecruitMilitary	0	0
		Internal	3	1
		Charter.com	0	0
		Direct Employers	0	0
		Cable Fax	0	0
		Multichannel News	0	0
		LinkedIn*	2	0
<b>1603238 Total</b>			<b>5</b>	<b>1</b>
1601300	Software Developer	RecruitMilitary	0	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		Cable Fax	0	0
		Multichannel News	0	0
<b>1601300 Total</b>			<b>1</b>	<b>1</b>

1602224	Software Developer	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1602224 Total</b>			<b>1</b>	<b>1</b>
1506824	Software Specialist I	Internal	3	1
		Charter.com	0	0
		Direct Employers	0	0
<b>1506824 Total</b>			<b>3</b>	<b>1</b>
1601657	Software Specialist I	Internal	2	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1601657 Total</b>			<b>3</b>	<b>1</b>
1506369	Software Specialist II	Internal	3	1
		Charter.com	0	0
		Direct Employers	0	0
<b>1506369 Total</b>			<b>3</b>	<b>1</b>
1601982	Software Specialist II	RecruitMilitary	0	0
		Internal	2	1
		Charter.com	0	0
		Direct Employers	0	0
		Cable Fax	0	0
		Multichannel News	0	0
<b>1601982 Total</b>			<b>2</b>	<b>1</b>
1505904	Software Specialist III	RecruitMilitary	0	0
		Internal	3	1
		Charter.com	0	0
		Direct Employers	0	0
		Cable Fax	0	0
		Multichannel News	0	0
		Indeed*	1	0
<b>1505904 Total</b>			<b>4</b>	<b>1</b>
1601359	Software Specialist III	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
<b>1601359 Total</b>			<b>1</b>	<b>1</b>
1602902	Sr Business Analyst	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1602902 Total</b>			<b>1</b>	<b>1</b>
1505445	Sr Business Analyst - Cust Ops	RecruitMilitary	0	0
		Internal	1	0
		Charter.com	0	0
		Direct Employers	0	0

1505445	Sr Business Analyst - Cust Ops	Referral*	1	1
		Cable Fax	0	0
		Multichannel News	0	0
		GlassDoor.com	1	0
<b>1505445 Total</b>			<b>3</b>	<b>1</b>
1602161	Sr Mgr, Business Solutions	RecruitMilitary	0	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	2	0
		Cable Fax	0	0
		Multichannel News	0	0
		Indeed*	2	1
<b>1602161 Total</b>			<b>5</b>	<b>1</b>
1505874	Sr Mgr, Knowledge & Case Mgmt	Charter.com	1	1
		Direct Employers	0	0
<b>1505874 Total</b>			<b>1</b>	<b>1</b>
1506293	Sr Project Manager	RecruitMilitary	1	0
		Internal	2	0
		Charter.com	5	0
		Direct Employers	0	0
		Referral*	2	0
		Cable Fax	0	0
		Multichannel News	0	0
		Indeed*	1	1
		GlassDoor.com	1	0
		Beyond.com*	1	0
		LinkedIn*	4	0
<b>1506293 Total</b>			<b>17</b>	<b>1</b>
1506592	Sr Project Manager	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1506592 Total</b>			<b>1</b>	<b>1</b>
1506871	Sr Systems Analyst-Ops	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
<b>1506871 Total</b>			<b>1</b>	<b>1</b>
1601544	System Administrator	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
<b>1601544 Total</b>			<b>1</b>	<b>1</b>
1602676	System Administrator	RecruitMilitary	0	0
		Internal	2	1
		Charter.com	0	0
		Direct Employers	0	0

1602676	System Administrator	Referral*	1	0
		Cable Fax	0	0
		Multichannel News	0	0
		Hiring Our Heroes Mega Hiring Event	0	0
<b>1602676 Total</b>			<b>3</b>	<b>1</b>
1503699	Technologist	RecruitMilitary	0	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	0
		Cable Fax	0	0
		Multichannel News	0	0
<b>1503699 Total</b>			<b>2</b>	<b>1</b>
1604770	VP, Program Management	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1604770 Total</b>			<b>1</b>	<b>1</b>
1504570	Client Services Coordinator CB	Internal	4	2
		Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	0
<b>1504570 Total</b>			<b>5</b>	<b>2</b>
1506608	System Administrator	RecruitMilitary	0	0
		Internal	4	3
		Charter.com	1	0
		Direct Employers	0	0
		Cable Fax	0	0
		Multichannel News	0	0
<b>1506608 Total</b>			<b>5</b>	<b>3</b>
Grand Total			359	118

**RECRUITMENT SOURCE LIST**

<b>Name of Recruitment Source</b>	<b>Street Address</b>	<b>City, State, Zip</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Entitled to Notification?</b>	<b>Total Number of Referrals</b>
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	47
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	2
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	43
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94910	glassdoor.com	415-275-7645	No	10
Internal	400 Atlantic Street	Stamford, CT 06901	charter.com/careers			117
Accountemps*			<a href="https://www.roberthalf.com/accountemps">https://www.roberthalf.com/accountemps</a>	855-409-3016	No	1
jobsinmadison.com*		Madison, WI	<a href="https://www.jobsinmadison.com/">https://www.jobsinmadison.com/</a>	608-273-0600	No	3
Job Center of Wisconsin*			<a href="https://jobcenterofwisconsin.com/">https://jobcenterofwisconsin.com/</a>	888-258-9966	No	1
Hiring Our Heroes Mega Hiring Event	12365 St. Charles Rock Road	Bridgeton, MO 63044		314-739-6200	No	0
Insight Global*	190 Carondelet Plaza #1650	St. Louis, MO 63105	<a href="https://www.insightglobal.net/">https://www.insightglobal.net/</a>	314-296-5700	No	1
Indeed.com *			indeed.com		No	54
Cable Fax					No	0
Multichannel News					No	0
theladders.com	55 Water Street	New York City, NY 10041	<a href="https://www.theladders.com/">https://www.theladders.com/</a>	866-800-4640	No	1
Google*		Mountain View, CA 94043	google.com		No	3
Kforce	1001 East Palm Ave	Tampa, FL 33605	kforce.com	877-453-6723	No	1
Beyond.com*	1060 First Ave, Suite 100	King of Prussia, PA 19406	<a href="http://www.beyond.com/">http://www.beyond.com/</a>	610.878.2800	No	5
ZipRecruiter.com*	1453 Third Street Promenade, Suite 3	Santa Monica, CA 90401	<a href="https://www.ziprecruiter.com/">https://www.ziprecruiter.com/</a>		No	2
Monster*	133 Boston Post Road	Weston, MA 02493	monster.com	978-461-8100	No	5
localjobnetwork.com*			<a href="https://www.ziprecruiter.com/">https://www.ziprecruiter.com/</a>		No	3

Referral*					No	57
Other*					No	2
Yahoo*	701 First Avenue	Sunnyvale, CA 94089	yahoo.com		No	1

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\* 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	Hiring Our Hereos Mega Hiring Event	04/20/16	On 4/20/2016, Charter Communications attended the Hiring Our Hereos Mega Hiring Event Career Fair. Career Fair was held at Machinist Hall in Bridgeton, MO.



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 12819 - Corp Fairfield Cnty CT

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

Total Number of Full-Time Vacancies Filled During This Period: 18  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 26

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

### FULL-TIME VACANCIES FILLED

State (All)  
FCC Unit 12819 - Corp Fairfield Cnty CT

Req #	Job Title	Source	Interviewees Referred	Number Hired
1604404	Aviation Technician	Charter.com	1	1
		Direct Employers	0	0
<b>1604404 Total</b>			<b>1</b>	<b>1</b>
1506487	Flight Attendant	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1506487 Total</b>			<b>1</b>	<b>1</b>
1602138	Flight Attendant	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1602138 Total</b>			<b>1</b>	<b>1</b>
1506443	Mgr, Captain	Direct Employers	0	0
		Referral*	2	2
<b>1506443 Total</b>			<b>2</b>	<b>2</b>
1506508	Executive Assistant to EVP	Agency	1	1
		Charter.com	0	0
		Direct Employers	0	0
<b>1506508 Total</b>			<b>1</b>	<b>1</b>
1604392	Dir, Corp SocialResponsibility	LinkedIn	1	0
		Internal	1	0
		Charter.com	0	0

1604392	Dir, Corp SocialResponsibility	Direct Employers	0	0
		Referral*	1	0
		Indeed*	2	1
<b>1604392 Total</b>			<b>5</b>	<b>1</b>
1604854	Dir, Strat Philanthropy&Engmt	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1604854 Total</b>			<b>1</b>	<b>1</b>
1505725	Executive Assistant to EVP	Charter.com	0	0
		Direct Employers	0	0
		Miller Klein Group	1	1
<b>1505725 Total</b>			<b>1</b>	<b>1</b>
1507375	Executive Assistant to EVP	Charter.com	1	1
		Direct Employers	0	0
<b>1507375 Total</b>			<b>1</b>	<b>1</b>
1505718	Facilities Assistant II	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1505718 Total</b>			<b>1</b>	<b>1</b>
1505816	Sr Bus Intelligence Analyst	Charter.com	0	0
		Direct Employers	0	0
		Robert Half Technology	1	1
<b>1505816 Total</b>			<b>1</b>	<b>1</b>
1506211	Sr Bus Intelligence Analyst	LinkedIn	1	1
		Charter.com	0	0
		Direct Employers	0	0
<b>1506211 Total</b>			<b>1</b>	<b>1</b>
1602658	Sr Designer	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
<b>1602658 Total</b>			<b>1</b>	<b>1</b>
1505804	Sr Online AnalyticalProcessDev	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1505804 Total</b>			<b>1</b>	<b>1</b>
1604777	VP, Assistant Gen Counsel	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1604777 Total</b>			<b>1</b>	<b>1</b>
1605188	VP, Exec & Corp Recruiting	LHH	1	1
		Charter.com	0	0
		Direct Employers	0	0
<b>1605188 Total</b>			<b>1</b>	<b>1</b>
1603616	Business Intelligence Analyst	GlassDoor	1	1

1603616	Business Intelligence Analyst	LinkedIn	1	0
		Internal	1	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	0
		Indeed*	1	0
<b>1603616 Total</b>			<b>5</b>	<b>1</b>
Grand Total			26	18

**RECRUITMENT SOURCE LIST**

<b>Name of Recruitment Source</b>	<b>Street Address</b>	<b>City, State, Zip</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Entitled to Notification?</b>	<b>Total Number of Referrals</b>
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	2
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*			indeed.com		No	3
LHH*						1
Miller Klein Group*						2
Robert Half Group*						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.

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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	<p>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.</p> <p>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.</p>
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 12819 - Corp Fairfield Cnty CT

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

Total Number of Full-Time Vacancies Filled During This Period: 24  
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            CT  
FCC Unit        12819 - Corp Fairfield Cnty CT

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1603977	Sr Dir, Business Planning	Internal	1	1
		Direct Employers	0	0
		Glassdoor	0	0
<b>1603977 Total</b>			<b>1</b>	<b>1</b>
1604970	Sr Dir, Process Engineering	Charter.com	1	1
		Direct Employers	0	0
		Glassdoor	0	0
<b>1604970 Total</b>			<b>1</b>	<b>1</b>
1506991	Assoc Business Process Analyst	Indeed	1	1
		Direct Employers	0	0
		Glassdoor	0	0
<b>1506991 Total</b>			<b>1</b>	<b>1</b>
1506925	Business Analyst-Process &Data	Direct Employers	0	0
		Referral*	1	1
		Glassdoor	0	0
<b>1506925 Total</b>			<b>1</b>	<b>1</b>
1604871	Business Planning Analyst	Internal	1	1
		Direct Employers	0	0
		Glassdoor	0	0
<b>1604871 Total</b>			<b>1</b>	<b>1</b>
1505126	Dir, Process Engineering	Internal	1	1
		Charter.com	1	1
		Direct Employers	0	0

1505126	Dir, Process Engineering	Glassdoor	0	0
<b>1505126 Total</b>			<b>2</b>	<b>2</b>
1602715	Dir, Process Engineering	Internal	1	1
		Charter.com	1	1
		Direct Employers	0	0
		Glassdoor	0	0
<b>1602715 Total</b>			<b>2</b>	<b>2</b>
1603204	Intern	Direct Employers	0	0
		Referral*	2	2
		Glassdoor	0	0
<b>1603204 Total</b>			<b>2</b>	<b>2</b>
1406761	Sr Dir, Bus Planning-Cable Ops	Agency	1	0
		Indeed	1	0
		Charter.com	2	2
		Direct Employers	0	0
		Glassdoor	0	0
<b>1406761 Total</b>			<b>4</b>	<b>2</b>
1604028	Sr Dir, Bus Planning-Cable Ops	Direct Employers	0	0
		Referral*	1	1
		Glassdoor	0	0
<b>1604028 Total</b>			<b>1</b>	<b>1</b>
1604055	Sr Dir, Recruiting	LinkedIn	1	1
		Direct Employers	0	0
		Glassdoor	0	0
<b>1604055 Total</b>			<b>1</b>	<b>1</b>
1502139	Sr Mgr, Field Ops Process Mgmt	*Other - please specify below	1	0
		Career Section	2	0
		Google	2	1
		LinkedIn	5	1
		Please Specify Below	2	0
		Charter.com	2	2
		Direct Employers	0	0
		Referral*	2	2
		Glassdoor	0	0
<b>1502139 Total</b>			<b>16</b>	<b>6</b>
1602196	Sr Mgr, Field Ops Process Mgmt	LinkedIn	1	0
		Charter.com	1	1
		Direct Employers	0	0
		Glassdoor	0	0
<b>1602196 Total</b>			<b>2</b>	<b>1</b>
1603668	Sr Mgr, Field Ops Process Mgmt	LinkedIn	1	1
		Direct Employers	0	0
		Glassdoor	0	0
<b>1603668 Total</b>			<b>1</b>	<b>1</b>
1604458	VP, Business Planning	Direct Employers	0	0
		Referral*	1	1

1604458	VP, Business Planning	Glassdoor	0	0
<b>1604458 Total</b>			<b>1</b>	<b>1</b>
Grand Total			37	24



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 12819 - Corp Fairfield Cnty CT

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

Total Number of Full-Time Vacancies Filled During This Period: 72  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 125

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

### FULL-TIME VACANCIES FILLED

State            CT  
FCC Unit        12819 - Corp Fairfield Cnty CT

Req #	Job Title	Source	Interviewees Referred	Number Hired
1505410	Rep, Telesales	GlassDoor	0	0
		Indeed	3	2
		Charter.com	4	3
		Direct Employers	0	0
		Referral*	5	4
<b>1505410 Total</b>			<b>12</b>	<b>9</b>
1602945	Mgr, Major Acct, Spec Comm Sol	GlassDoor	0	0
		Charter.com	2	1
		Direct Employers	0	0
<b>1602945 Total</b>			<b>2</b>	<b>1</b>
1603985	Mgr, Major Acct, Spec Comm Sol	GlassDoor	0	0
		Charter.com	2	2
		Direct Employers	0	0
<b>1603985 Total</b>			<b>2</b>	<b>2</b>
1601618	Ops. Spt I, Spec Comm Sol	GlassDoor	0	0
		Indeed	1	0
		Charter.com	2	1
		Direct Employers	0	0
		Referral*	1	0
<b>1601618 Total</b>			<b>4</b>	<b>1</b>
1605141	Recruiter II	GlassDoor	0	0
		Charter.com	1	1
		Direct Employers	0	0

<b>1605141 Total</b>			<b>1</b>	<b>1</b>
1604226	Sr Dir, Recruiting	GlassDoor	0	0
		Charter.com	1	1
		Direct Employers	0	0
<b>1604226 Total</b>			<b>1</b>	<b>1</b>
1601050	Sr Mgr, Sales, Spec Comm Sol	GlassDoor	0	0
		LinkedIn	1	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	1
<b>1601050 Total</b>			<b>3</b>	<b>1</b>
1505138	Acct. Exec., Spec Comm Sol	CareerBuilder.com	1	0
		GlassDoor	0	0
		Charter.com	2	1
		Direct Employers	0	0
<b>1505138 Total</b>			<b>3</b>	<b>1</b>
1506117	Acct. Exec., Spec Comm Sol	GlassDoor	0	0
		Charter.com	2	1
		Direct Employers	0	0
		Referral*	2	2
<b>1506117 Total</b>			<b>4</b>	<b>3</b>
1602426	Acct. Exec., Spec Comm Sol	GlassDoor	0	0
		LinkedIn	1	0
		Charter.com	3	1
		Direct Employers	0	0
		Referral*	2	0
<b>1602426 Total</b>			<b>6</b>	<b>1</b>
1507203	Associate Project Manager	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1507203 Total</b>			<b>1</b>	<b>1</b>
1602906	Business Analyst Marketing	GlassDoor	0	0
		Charter.com	1	1
		Direct Employers	0	0
<b>1602906 Total</b>			<b>1</b>	<b>1</b>
1506278	Business Analyst Sales	GlassDoor	0	0
		Indeed	1	1
		Charter.com	0	0
		Direct Employers	0	0
<b>1506278 Total</b>			<b>1</b>	<b>1</b>
1602762	Business Analyst Sales	GlassDoor	0	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	2	1
<b>1602762 Total</b>			<b>3</b>	<b>1</b>

1505819	Design Specialist	GlassDoor	0	0
		Indeed	3	0
		Charter.com	1	1
		Direct Employers	0	0
<b>1505819 Total</b>			<b>4</b>	<b>1</b>
1601132	Design Specialist	GlassDoor	0	0
		Indeed	1	0
		Charter.com	2	1
		Direct Employers	0	0
<b>1601132 Total</b>			<b>3</b>	<b>1</b>
1602022	Design Specialist	GlassDoor	0	0
		Charter.com	2	1
		Direct Employers	0	0
<b>1602022 Total</b>			<b>2</b>	<b>1</b>
1603292	Design Specialist	GlassDoor	0	0
		Charter.com	1	1
		Direct Employers	0	0
<b>1603292 Total</b>			<b>1</b>	<b>1</b>
1506901	Dir, Business Planning	GlassDoor	0	0
		Charter.com	1	1
		Direct Employers	0	0
<b>1506901 Total</b>			<b>1</b>	<b>1</b>
1601896	Dir, Business Planning	GlassDoor	0	0
		LinkedIn	1	1
		Charter.com	0	0
		Direct Employers	0	0
<b>1601896 Total</b>			<b>1</b>	<b>1</b>
1603983	Dir, Database Mktg & Campaign	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1603983 Total</b>			<b>1</b>	<b>1</b>
1604784	Dir, Human Resources II	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1604784 Total</b>			<b>1</b>	<b>1</b>
1504655	Dir, Retail Sales	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	2	1
<b>1504655 Total</b>			<b>2</b>	<b>1</b>
1504102	Dir, Sales, Spec Comm Sol	GlassDoor	0	0
		Charter.com	1	1
		Direct Employers	0	0
<b>1504102 Total</b>			<b>1</b>	<b>1</b>

1505143	Dir, Sales, Spec Comm Sol	GlassDoor	0	0
		Charter.com	1	1
		Direct Employers	0	0
<b>1505143 Total</b>			<b>1</b>	<b>1</b>
1506417	Executive Assistant	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1506417 Total</b>			<b>1</b>	<b>1</b>
1604171	GVP, Marketing	GlassDoor	0	0
		Charter.com	1	1
		Direct Employers	0	0
<b>1604171 Total</b>			<b>1</b>	<b>1</b>
1505820	Mgr, Business Planning	GlassDoor	1	1
		Indeed	2	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	0
<b>1505820 Total</b>			<b>5</b>	<b>1</b>
1603363	Mgr, Digital Marketing	GlassDoor	0	0
		Charter.com	1	1
		Direct Employers	0	0
<b>1603363 Total</b>			<b>1</b>	<b>1</b>
1604414	Mgr, Direct Sales Operations	GlassDoor	0	0
		LinkedIn	1	0
		Monster	1	0
		Charter.com	6	2
		Direct Employers	0	0
		Referral*	1	0
<b>1604414 Total</b>			<b>9</b>	<b>2</b>
1504810	Mgr, Major Acct, Spec Comm Sol	GlassDoor	0	0
		Charter.com	1	1
		Direct Employers	0	0
<b>1504810 Total</b>			<b>1</b>	<b>1</b>
1504248	Mgr, Marketing	GlassDoor	0	0
		LinkedIn	1	1
		Charter.com	0	0
		Direct Employers	0	0
<b>1504248 Total</b>			<b>1</b>	<b>1</b>
1505634	Mgr, Marketing	GlassDoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1505634 Total</b>			<b>1</b>	<b>1</b>
1507185	Mgr, Mktg & Creative Strategy	GlassDoor	1	0
		Indeed	1	0

1507185	Mgr, Mktg & Creative Strategy	Charter.com Direct Employers	1 0	1 0
<b>1507185 Total</b>			<b>3</b>	<b>1</b>
1506145	Mgr, Outbound Telemarketing	GlassDoor Charter.com Direct Employers Ziprecruiter	1 1 0 1	0 1 0 0
<b>1506145 Total</b>			<b>3</b>	<b>1</b>
1505130	Ops. Spct I, Spec Comm Sol	GlassDoor Indeed Charter.com Direct Employers	1 1 0 0	1 1 0 0
<b>1505130 Total</b>			<b>2</b>	<b>2</b>
1506167	Ops. Spct I, Spec Comm Sol	GlassDoor Charter.com Direct Employers	0 1 0	0 1 0
<b>1506167 Total</b>			<b>1</b>	<b>1</b>
1505225	Project Manager	GlassDoor LinkedIn Charter.com Direct Employers	0 1 0 0	0 1 0 0
<b>1505225 Total</b>			<b>1</b>	<b>1</b>
1307511	Project Mgr, StoresDevelopment	GlassDoor Charter.com Direct Employers	0 1 0	0 0 0
<b>1307511 Total</b>			<b>1</b>	<b>0</b>
1505708	Recruiter II	GlassDoor Charter.com Direct Employers	0 2 0	0 1 0
<b>1505708 Total</b>			<b>2</b>	<b>1</b>
1506757	Recruiter II	GlassDoor Charter.com Direct Employers	0 2 0	0 2 0
<b>1506757 Total</b>			<b>2</b>	<b>2</b>
1602371	Reporting Analyst	GlassDoor Charter.com Direct Employers Referral*	0 0 0 1	0 0 0 1
<b>1602371 Total</b>			<b>1</b>	<b>1</b>
1502951	Retail Sales Administrator	GlassDoor Charter.com Direct Employers	0 1 0	0 0 0
<b>1502951 Total</b>			<b>1</b>	<b>0</b>
1506272	Retail Sales Administrator	GlassDoor Charter.com Direct Employers	0 1 0	0 1 0

<b>1506272 Total</b>				<b>1</b>	<b>1</b>
1603347	Spectrum Business Proj Mgr I	GlassDoor		0	0
		Charter.com		1	1
		Direct Employers		0	0
<b>1603347 Total</b>				<b>1</b>	<b>1</b>
1505547	Sr Acct Exec, Spec Comm Sol	GlassDoor		0	0
		Charter.com		2	2
		Direct Employers		0	0
		Referral*		1	1
<b>1505547 Total</b>				<b>3</b>	<b>3</b>
1601909	Sr Digit Analytic&Rptg Analyst	GlassDoor		0	0
		Charter.com		1	1
		Direct Employers		0	0
<b>1601909 Total</b>				<b>1</b>	<b>1</b>
1502797	Sr Dir, Business Dev, Stores	GlassDoor		0	0
		Charter.com		2	0
		Direct Employers		0	0
<b>1502797 Total</b>				<b>2</b>	<b>0</b>
1602192	Sr Dir, Comm & Sls Analytics	GlassDoor		0	0
		Charter.com		0	0
		Direct Employers		0	0
		Referral*		1	1
<b>1602192 Total</b>				<b>1</b>	<b>1</b>
1603980	Sr Dir, Dtbse Mkt &Cmpaign Mgt	GlassDoor		0	0
		Charter.com		0	0
		Direct Employers		0	0
		Referral*		1	1
<b>1603980 Total</b>				<b>1</b>	<b>1</b>
1604337	Sr Dir, Sales, Spec Comm Sol	GlassDoor		0	0
		Charter.com		1	1
		Direct Employers		0	0
<b>1604337 Total</b>				<b>1</b>	<b>1</b>
1504181	Sr Marketing Specialist	GlassDoor		0	0
		Charter.com		1	1
		Direct Employers		0	0
<b>1504181 Total</b>				<b>1</b>	<b>1</b>
1602589	Sr Mgr, Database Marketing	GlassDoor		0	0
		Charter.com		1	1
		Direct Employers		0	0
<b>1602589 Total</b>				<b>1</b>	<b>1</b>
1603305	Sr Mgr, Database Marketing	GlassDoor		0	0
		Charter.com		0	0
		Direct Employers		0	0
		Referral*		1	1
<b>1603305 Total</b>				<b>1</b>	<b>1</b>
1601883	Sr Sales & Marketing Specialist	Beyond.com		1	0

1601883	Sr Sales & Marketing Specialist	GlassDoor	0	0
		Indeed	1	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1601883 Total</b>			<b>3</b>	<b>1</b>
1601022	Sr Video Editor	GlassDoor	0	0
		Indeed	3	1
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	0
<b>1601022 Total</b>			<b>4</b>	<b>1</b>
1603992	Trainer I	GlassDoor	0	0
		Indeed	1	1
		Charter.com	0	0
		Direct Employers	0	0
<b>1603992 Total</b>			<b>1</b>	<b>1</b>
1505336	Trainer II	GlassDoor	1	0
		Charter.com	2	1
		Direct Employers	0	0
<b>1505336 Total</b>			<b>3</b>	<b>1</b>
1602112	VP, Database Marketing	GlassDoor	0	0
		Charter.com	1	1
		Direct Employers	0	0
<b>1602112 Total</b>			<b>1</b>	<b>1</b>
Grand Total			125	72

**RECRUITMENT SOURCE LIST**

<b>Name of Recruitment Source</b>	<b>Street Address</b>	<b>City, State, Zip</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Entitled to Notification?</b>	<b>Total Number of Referrals</b>
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	63
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	6
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	5
Beyond*						1
CareerBuilder*						1
Indeed*						18
Monster*						1
Employee Referral						29
Zip Recruiter*						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.