

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  
12479 - OPS Litchfield Cnty CT**

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

Total Number of Full-Time Vacancies Filled During This Period: 2  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 3

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

**FULL-TIME VACANCIES FILLED**

State CT  
FCC Unit 12479 - OPS Litchfield Cnty CT

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1405836	Broadband Installer	Charter.com	1	1
		Direct Employers	0	0
		Indeed*	2	1
		Charter Intranet	0	0
		Northwestern Connecticut Community College	0	0
		Salvation Army Service Center	0	0
		YMCA	0	0
		Management Recruiters of Winsted	0	0
		Torrington CT Works Center	0	0
		Hartford Vet Center	0	0
		Charter Oaks State College	0	0
		GlassDoor.com	0	0
<b>1405836 Total</b>			<b>3</b>	<b>2</b>
Grand Total			3	2

## 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 Road, 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	1
Charter Intranet					No	0
Indeed*					No	2
GlassDoor.com	100 Shoreline Highway Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	0
Northwestern Connecticut Community College	Park Place East	Winsted, CT 06098		860-738-6300	No	0
Salvation Army Service Center	396 Main Street	Winsted, CT 06098		860-379-8444	No	0
YMCA	480 Main Street	Winsted, CT 06098		860-379-0708	No	0
Management Recruiters of Winsted	Willow Street	Winsted, CT 06098		860-738-5035	No	0
Torrington CT Works Center	K-Mart Shopping Plaza, 685 Main Street	Torrington, CT 06790	Michelle Caffè	203-437-3308	No	0
Hartford Vet Center	25 Elm Street, Suite A	Rocky Hill, CT 06067		860-563-8800	No	0
Charter Oaks State College	55 Paul J Manafort Drive	New Britain, CT 06053		860-515-3800	No	0

\* The sources marked with (\*) in this report are sources that were identified by interviewees as referral sources, but that: (1) Charter did not use directly as a recruitment source; and/or (2) Interviewees were unable to identify more precisely. Many job boards and job banks pull Charter's job vacancies from its website and repost them independently via their own systems. Applicants, therefore, often learn about Charter's job vacancies from sources that Charter does not post with directly and cannot track.

Charter is a member of DirectEmployers Association. Through this nonprofit network, job vacancies for this unit are distributed to a wide array of recruitment sources, including, but not limited to, educational institutions, state workforce agencies and job bank(s), and organizations that distribute employment opportunities to women, minorities, the disabled, and veterans.

**Supplemental Recruitment Initiatives:**

#	Name	Date	Description
1	Tuition Reimbursement	Ongoing	Charter Communications has a tuition reimbursement program where employees can take college courses to enhance their skills to better prepare them for their current jobs and/or advanced positions.
2	Training Programs for All Employees	Ongoing	Charter Communications requires new employees complete training on the following topics: fostering mutual respect in the workplace, Charter's Code of Conduct, information security, privacy, records and information management, timekeeping, and performance management.
3	Training Programs for Management-Level Employees	Ongoing	Employees at the supervisor level and above can participate in a variety of training programs devised to assist with leadership development and policy administration skills. Offerings provided at various times during this plan year included Civil Treatment for Leaders, Communicating for Leadership Success, Coaching for Peak Performance, Interviewing and Selection, Planning and Delegation, and High Performing Teams. Charter also offers a robust training offering on an electronic learning platform. These electronic courses span a variety of topics, including communication, presentation, time management, managing change, project management, treating employees fairly, and software skills.
4	Broadband & Maintenance Technician Career Progression	Ongoing	Charter Communications provides in-house technical training for career progression opportunities for our technicians to enhance their skills to better prepare them for their current jobs and/or advanced positions
5	NCTI & SCTE Training Programs	Ongoing	Technicians have established career paths where they can advance to higher positions, and also have access to educational programs and materials at Charter's expense from industry organizations such as the National Cable Television Institute and the Society of Cable Telecommunications Engineers.
6	Naugatuck Valley Community College	3/31/2015	School sponsored Job Fair
7	Porter & Chester Institute	5/12/2015	School sponsored Job Fair

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Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 1

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**FULL-TIME VACANCIES FILLED**

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FCC Unit 12479 - OPS Litchfield Cnty CT

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1603004	Direct Sales Rep	Charter.com	1	1
		Direct Employers	0	0
<b>1603004 Total</b>			<b>1</b>	<b>1</b>
Grand Total			1	1

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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

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