

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 12503 - OPS Tangipahoa Parish Cnty LA

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

Total Number of Full-Time Vacancies Filled During This Period: 33
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 88

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

FULL-TIME VACANCIES FILLED

State LA
FCC Unit 12503 - OPS Tangipahoa Parish Cnty LA

Req #	Job Title	Source	Interviewees Referred	Number Hired
1504357	System Technician I	Charter.com	3	1
		Direct Employers	0	0
1504357 Total			3	1
1504665	Broadband Installer	Charter.com	5	2
		Direct Employers	0	0
		Indeed.com*	1	0
		Employee Referral *	5	1
		TV*	1	0
1504665 Total			12	3
1505649	Broadband Installer	GlassDoor	1	0
		Charter.com	6	5
		Direct Employers	0	0
		Indeed.com*	1	0
		Employee Referral *	2	1
		Google.com*	1	0
TV*	1	1		
1505649 Total			12	7
1506424	Broadband Installer	Charter.com	3	0
		Direct Employers	0	0
		Indeed.com*	2	0
		Employee Referral *	1	1
1506424 Total			6	1
1507099	Broadband Installer	GlassDoor	1	1

1507099	Broadband Installer	Charter.com	3	2
		Direct Employers	0	0
		Indeed.com*	1	0
		Employee Referral *	1	0
1507099 Total			6	3
1601380	Broadband Installer	Charter.com	1	0
		Direct Employers	0	0
		Indeed.com*	1	0
		Employee Referral *	1	1
1601380 Total			3	1
1601506	Broadband Installer	Charter.com	2	1
		Direct Employers	0	0
		Indeed.com*	3	1
		Employee Referral *	2	0
1601506 Total			7	2
1602702	Broadband Installer	Charter.com	1	1
		Direct Employers	0	0
		Indeed.com*	4	2
		Employee Referral *	2	1
1602702 Total			7	4
1603740	Broadband Installer	Charter.com	2	1
		Direct Employers	0	0
		Indeed.com*	1	1
		Google.com*	1	0
		TV*	1	0
		Bing.com*	1	0
1603740 Total			6	2
1604547	Broadband Installer	Charter.com	1	1
		Direct Employers	0	0
1604547 Total			1	1
1604849	Broadband Installer	Charter.com	1	1
		Direct Employers	0	0
1604849 Total			1	1
1602949	CB Broadband Technician	Charter.com	7	1
		Direct Employers	0	0
1602949 Total			7	1
1505070	Field Auditor	Charter.com	2	0
		Direct Employers	0	0
		Employee Referral *	1	1
1505070 Total			3	1
1602728	Maintenance Technician	Charter.com	2	1
		Direct Employers	0	0
1602728 Total			2	1
1505688	Sr Mgr, Technical Operations	Charter.com	3	1
		Direct Employers	0	0
1505688 Total			3	1

1604531	Sup, Supply Chain Hub	Charter.com	3	1
		Direct Employers	0	0
1604531 Total			3	1
1504686	System Technician I	Charter.com	2	1
		Direct Employers	0	0
		Google.com*	1	0
1504686 Total			3	1
1505700	Warehouse Technician	Charter.com	1	0
		Direct Employers	0	0
		Indeed.com*	1	0
		Employee Referral *	1	1
1505700 Total			3	1
Grand Total			88	33

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	
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	48
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	2
Bing.com*						1
Employee Referral*						16
Google.com*						3
Indeed.com*						15
TV*						3
The Advocate Newspaper	32508 Fisher Rd	Denham Springs, LA	boconner@theadvocate.com	225-388-0126	No	
Job Fair/On Site	701 Westin Oak Dr	Hammond, La 70403	Pam Dunn	931-372-2889	No	
Job Fair/On Site	701 Westin Oak Dr	Hammond, La 70403	Pam Dunn	931-372-2889	No	

* 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	Career Pathing Program	Ongoing	Allows BBT and Maintenance Technicians the ability to self - promote.
5	Jones/NCTI University	Ongoing	Charter pays for the cost of this program to allow our employee's to take classes designed to increase their knowledge in the cable industry.
6	The Advocate Newspaper	10/4/2015-10/06/2015	Advertisement for Job Fair
7	Job Fair/On Site	10/14/2015	Job Fair
8	Job Fair/On Site	11/4/2015	Job Fair

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2016 FCC EEO Public File Report for Charter Communications 12503 - OPS Tangipahoa Parish Cnty LA

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

Total Number of Full-Time Vacancies Filled During This Period: 8
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 34

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

FULL-TIME VACANCIES FILLED

State LA
FCC Unit 12503 - OPS Tangipahoa Parish Cnty LA

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1602919	Sup, Direct Sales I-SFU	LinkedIn	1	0
		Charter.com	2	1
		Direct Employers	0	0
1602919 Total			3	1
1504404	Business Account Executive	CareerBuilder.com	1	0
		Charter.com	2	1
		Direct Employers	0	0
		Referral*	4	0
1504404 Total			7	1
1507374	Business Account Executive	Direct Employers	0	0
		Referral*	1	1
1507374 Total			1	1
1504950	Direct Sales Rep	Indeed	1	0
		Charter.com	2	2
		Direct Employers	0	0
		Referral*	1	0
1504950 Total			4	2
1601141	Direct Sales Rep	CareerBuilder.com	1	0
		GlassDoor	1	0
		Indeed	2	0
		LinkedIn	1	0
		Monster	1	0
		Charter.com	3	0

1601141	Direct Sales Rep	Direct Employers	0	0
		Referral*	2	1
1601141 Total			11	1
1601738	Direct Sales Rep	Indeed	1	0
		LinkedIn	1	1
		Charter.com	4	0
		Direct Employers	0	0
		Referral*	2	1
1601738 Total			8	2
Grand Total			34	8

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	13
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
CareerBuilder*						2
Indeed*						4
Monster*						1
Employee Referral						10

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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	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
12503 - OPS Tangipahoa Parish Cnty LA**

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

Total Number of Full-Time Vacancies Filled During This Period: 1
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 4

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

FULL-TIME VACANCIES FILLED

State LA
FCC Unit 12503 - OPS Tangipahoa Parish Cnty LA

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1505809	Mgr, Regl Mrkg - Enterprise	GlassDoor	0	0
		Internal	2	1
		Charter.com	1	0
		Direct Employers	0	0
		Indeed*	1	0
1505809 Total			4	1
Grand Total			4	1

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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	1
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
Indeed*	177 Broad St 6th Fl	Stamford, CT 06901	indeed.com	203-328-2691	No	1

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