

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 12505 - OPS LaFourche Parish Cnty LA

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

Total Number of Full-Time Vacancies Filled During This Period: 22
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 85

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

FULL-TIME VACANCIES FILLED

State LA
FCC Unit 12505 - OPS LaFourche Parish Cnty LA

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1602053	Field Auditor	Direct Employers	0	0
		Indeed.com*	2	1
1602053 Total			2	1
1505249	Broadband Installer	Charter.com	9	2
		Direct Employers	0	0
		Indeed.com*	4	1
		Google.com*	2	0
		Monster.com*	1	0
		Employee Referral*	2	1
		Facebook.com*	1	1
1505249 Total			19	5
1506330	Broadband Installer	Charter.com	4	4
		Direct Employers	0	0
		Indeed.com*	5	0
		Google.com*	1	0
		Bing.com*	1	0
		Employee Referral*	2	0
		Facebook.com*	1	1
1506330 Total			14	5
1507322	Broadband Installer	Charter.com	1	0
		Direct Employers	0	0
		Indeed.com*	2	1
		Employee Referral*	1	1

1507322 Total			4	2
1601845	Broadband Installer	Charter.com	5	0
		Direct Employers	0	0
		Indeed.com*	4	1
1601845 Total			9	1
1602755	Broadband Installer	Charter.com	3	1
		Direct Employers	0	0
		Indeed.com*	3	0
		Google.com*	2	0
		Monster.com*	1	0
		Employee Referral*	4	3
		TV*	1	0
1602755 Total			14	4
1603728	Broadband Installer	Charter.com	2	1
		Direct Employers	0	0
		Indeed.com*	4	0
		Google.com*	2	0
		Employee Referral*	2	1
1603728 Total			10	2
1505817	Mgr, Systems Engineering	Charter.com	6	1
		Direct Employers	0	0
1505817 Total			6	1
1601711	Sup, Technical Service	Charter.com	7	1
		Direct Employers	0	0
1601711 Total			7	1
Grand Total			85	22

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?
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
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
Google.com*					
Monster.com*					
Bing.com*					
Facebook.com*					
Employee Referral*					
Indeed.com*					
The Courier/Daily Comet Newspaper	1306 Ridgefield Rd	Thibodaux, LA 70301	newspaper	985-857-2274	No
TV*					

* The sources marked with (*) in this report are sources that were identified by interviewees as referral sources, but that: (1) Charter did not use direct 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 independently via their own systems. Applicants, therefore, often learn about Charter's job vacancies from sources that Charter does not post with direct 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 minorities, the disabled, and veterans.

Total Number of Referrals
37
7
2
1
2
11
24
0
1

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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.
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 Courier / Daily Comet Newspaper	10/4/2015-10/10/2015	On Site Job Fair-October 13, 2015-Thibodaux, LA
7	The Courier / Daily Comet Newspaper	10/28/2015-11/4/2015	On Site Job Fair-November 3, 2015-Thibodaux, LA

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Total Number of Full-Time Vacancies Filled During This Period: 5
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 24

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FULL-TIME VACANCIES FILLED

State LA
FCC Unit 12505 - OPS LaFourche Parish Cnty LA

Req #	Job Title	Source	Interviewees Referred	Number Hired
1506035	Direct Sales Rep	CareerBuilder.com	1	0
		Indeed	1	1
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	1
		Charter TV	1	0
1506035 Total			5	2
1601104	Direct Sales Rep	CareerBuilder.com	1	0
		GlassDoor	1	0
		Indeed	2	0
		LinkedIn	1	0
		Charter.com	3	0
		Direct Employers	0	0
		Referral*	2	1
1601104 Total			10	1
1602586	Direct Sales Rep	Simply Hired	1	0
		Charter.com	5	1
		Direct Employers	0	0
1602586 Total			6	1
1603042	Direct Sales Rep	CareerBuilder.com	1	1
		Indeed	2	0
		Direct Employers	0	0
1603042 Total			3	1
Grand Total			24	5

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Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	9
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	1
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	1
Charter TV						1
CareerBuilder*						3
Indeed*						5
Simply Hired*						1
Referral						3

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