

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
12507 - Worcester County, MA**

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

Total Number of Full-Time Vacancies Filled During This Period: 52
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 156

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

FULL-TIME VACANCIES FILLED

State (All)
FCC Unit (All)

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1505972	Broadband Installer	Charter.com	4	3
		Direct Employers	0	0
		Worcester State University	0	0
		Chicopee Chamber of Commerce	0	0
		Worcester Regional Chamber of Commerce	0	0
		Career Point	0	0
		Future Works	0	0
		Workforce Central	0	0
		Becker College	0	0
		Curry College	0	0
		College of the Holy Cross	0	0
		Assumption College	0	0
		Quinsigamond Community College	0	0
		Clark University	0	0
		Career Counseling Center	0	0
		United Way of Southbridge	0	0
		US Job Training Partnership	0	0
		Salvation Army	0	0
		Centro Las America's	0	0
		YMCA	0	0
		International Center-Worcester	0	0
		United Way of Worcester	0	0
		Bay Path College, Sturbridge/Charlton Campus	0	0

1505972	Broadband Installer	Worcester Community Action Council, Inc.	0	0
		YOU Inc.	0	0
		Women's Army Corps (WAC), Veterans Association, Bay State	0	0
		American Legion, Pioneer Valley Women's Post 463	0	0
		New Hope Friendly House	0	0
		Mass Veterans Inc.	0	0
		Worcester Technical High School	0	0
		The Women's Initiative, United Way Of Central MA	0	0
		Leominster Workforce Central	0	0
		Women's Marine Association	0	0
		Abby's House	0	0
		St. Luke's Catholic Church Parish Center	0	0
		Porter & Chester Institute	0	0
		Workforce Central - Southbridge	0	0
		YWCA of Central Massachusetts, Inc.	0	0
		Grafton Job Corps Career Academy	0	0
		Shriver Job Corp Center	0	0
		Workforce Central - Framingham	0	0
		Workforce Central - Milford	0	0
		Bay Path Regional Vocational High School	0	0
		Ana Maria College	0	0
		Jobs for Bay State Grads - North High School	0	0
		Jobs for Bay State Grads -South High School	0	0
		Career Services/Clark University	0	0
		Indeed*	1	0
		Outside Referral*	1	0
		Charter Intranet	0	0
		Worcester Telegram & Gazette	0	0
		The Peterson School	0	0
		North Central Career Centers Job Fair - 11/06/15	0	0
		Workforce Central On-site mini Job Fair - 11/18/15	0	0
		Nashoba Valley Job Fair - Deven's Common Center - 03/04/16	0	0
		Employee Referral*	9	4
		GI Jobs*	1	1
		Google*	2	1
		Craiglists	1	1
		GlassDoor.com	0	0
1505972 Total			19	10
1601500	Broadband Installer	RecruitMilitary	0	0
		Charter.com	8	3
		Direct Employers	0	0
		Worcester State University	0	0
		Chicopee Chamber of Commerce	0	0
		Worcester Regional Chamber of Commerce	0	0
		Career Point	0	0
		Future Works	0	0

1601500	Broadband Installer	Workforce Central☐	0	0
		Becker College	0	0
		Curry College☐	0	0
		College of the Holy Cross☐	0	0
		Assumption College	0	0
		Quinsigamond Community College	0	0
		Clark University	0	0
		Career Counseling Center	0	0
		United Way of Southbridge	0	0
		US Job Training Partnership	0	0
		Salvation Army	0	0
		Centro Las America's	0	0
		YMCA	0	0
		International Center-Worcester	0	0
		United Way of Worcester	0	0
		Bay Path College, Sturbridge/Charlton Campus☐	0	0
		Worcester Community Action Council, Inc.	0	0
		YOU Inc.	0	0
		Women's Army Corps (WAC), Veterans Association, Bay State	0	0
		American Legion, Pioneer Valley Women's Post 463	0	0
		New Hope Friendly House☐	0	0
		Mass Veterans Inc.	0	0
		Worcester Technical High School	0	0
		The Women's Initiative, United Way Of Central MA☐	0	0
		Leominster Workforce Central	0	0
		Women's Marine Association	0	0
		Abby's House	0	0
		St. Luke's Catholic Church Parish Center	0	0
		Porter & Chester Institute	0	0
		Workforce Central - Southbridge	0	0
		YWCA of Central Massachusetts, Inc.	0	0
		Grafton Job Corps Career Academy	0	0
		Shriver Job Corp Center	0	0
		Workforce Central - Framingham	0	0
		Workforce Central - Milford	0	0
		Bay Path Regional Vocational High School	0	0
		Ana Maria College	0	0
		Jobs for Bay State Grads - North High School	0	0
		Jobs for Bay State Grads -South High School	0	0
		Career Services/Clark University	0	0
		Outside Referral*	4	1
		Charter Intranet	0	0
		Worcester Telegram & Gazette	0	0
		Employee Referral*	1	1
		Google*	2	0
		Cable Fax	0	0

1601500	Broadband Installer	Multi-Channel News	0	0
		Charter TV3 AD	2	1
		GlassDoor.com	0	0
1601500 Total			17	6
1507314	Construction Coordinator	Charter.com	0	0
		Direct Employers	0	0
		Worcester State University	0	0
		Chicopee Chamber of Commerce	0	0
		Worcester Regional Chamber of Commerce	0	0
		Career Point	0	0
		Future Works	0	0
		Workforce Central	0	0
		Becker College	0	0
		Curry College	0	0
		College of the Holy Cross	0	0
		Assumption College	0	0
		Quinsigamond Community College	0	0
		Clark University	0	0
		Career Counseling Center	0	0
		United Way of Southbridge	0	0
		US Job Training Partnership	0	0
		Salvation Army	0	0
		Centro Las America's	0	0
		YMCA	0	0
		International Center-Worcester	0	0
		United Way of Worcester	0	0
		Bay Path College, Sturbridge/Charlton Campus	0	0
		Worcester Community Action Council, Inc.	0	0
		YOU Inc.	0	0
		Women's Army Corps (WAC), Veterans Association, Bay State	0	0
		American Legion, Pioneer Valley Women's Post 463	0	0
		New Hope Friendly House	0	0
		Mass Veterans Inc.	0	0
		Worcester Technical High School	0	0
		The Women's Initiative, United Way Of Central MA	0	0
		Leominster Workforce Central	0	0
		Women's Marine Association	0	0
		Abby's House	0	0
		St. Luke's Catholic Church Parish Center	0	0
		Porter & Chester Institute	0	0
		Workforce Central - Southbridge	0	0
		YWCA of Central Massachusetts, Inc.	0	0
		Grafton Job Corps Career Academy	0	0
		Shriver Job Corp Center	0	0
		Workforce Central - Framingham	0	0
		Workforce Central - Milford	0	0

1507314	Construction Coordinator	Bay Path Regional Vocational High School	0	0
		Ana Maria College	0	0
		Jobs for Bay State Grads - North High School	0	0
		Jobs for Bay State Grads -South High School	0	0
		Career Services/Clark University	0	0
		Charter Intranet	12	1
		GlassDoor.com	0	0
1507314 Total			12	1
1506431	Dispatcher I	Charter.com	1	0
		Direct Employers	0	0
		Worcester State University	0	0
		Chicopee Chamber of Commerce	0	0
		Worcester Regional Chamber of Commerce	0	0
		Career Point	0	0
		Future Works	0	0
		Workforce Central	0	0
		Becker College	0	0
		Curry College	0	0
		College of the Holy Cross	0	0
		Assumption College	0	0
		Quinsigamond Community College	0	0
		Clark University	0	0
		Career Counseling Center	0	0
		United Way of Southbridge	0	0
		US Job Training Partnership	0	0
		Salvation Army	0	0
		Centro Las America's	0	0
		YMCA	0	0
		International Center-Worcester	0	0
		United Way of Worcester	0	0
		Bay Path College, Sturbridge/Charlton Campus	0	0
		Worcester Community Action Council, Inc.	0	0
		YOU Inc.	0	0
		Women's Army Corps (WAC), Veterans Association, Bay State	0	0
		American Legion, Pioneer Valley Women's Post 463	0	0
		New Hope Friendly House	0	0
		Mass Veterans Inc.	0	0
		Worcester Technical High School	0	0
		The Women's Initiative, United Way Of Central MA	0	0
		Leominster Workforce Central	0	0
		Women's Marine Association	0	0
		Abby's House	0	0
		St. Luke's Catholic Church Parish Center	0	0
		Porter & Chester Institute	0	0
		Workforce Central - Southbridge	0	0
		YWCA of Central Massachusetts, Inc.	0	0

1506431	Dispatcher I	Grafton Job Corps Career Academy	0	0
		Shriver Job Corp Center	0	0
		Workforce Central - Framingham	0	0
		Workforce Central - Milford	0	0
		Bay Path Regional Vocational High School	0	0
		Ana Maria College	0	0
		Jobs for Bay State Grads - North High School	0	0
		Jobs for Bay State Grads -South High School	0	0
		Career Services/Clark University	0	0
		Indeed*	1	1
		Charter Intranet	0	0
		North Central Career Centers Job Fair - 11/06/15	0	0
		Craiglists	1	0
		GlassDoor.com	0	0
1506431 Total			3	1
1506605	Dispatcher I	Charter.com	1	0
		Direct Employers	0	0
		Worcester State University	0	0
		Chicopee Chamber of Commerce	0	0
		Worcester Regional Chamber of Commerce□	0	0
		Career Point□	0	0
		Future Works	0	0
		Workforce Central□	0	0
		Becker College	0	0
		Curry College□	0	0
		College of the Holy Cross□	0	0
		Assumption College	0	0
		Quinsigamond Community College	0	0
		Clark University	0	0
		Career Counseling Center	0	0
		United Way of Southbridge	0	0
		US Job Training Partnership	0	0
		Salvation Army	0	0
		Centro Las America's	0	0
		YMCA	0	0
		International Center-Worcester	0	0
		United Way of Worcester	0	0
		Bay Path College, Sturbridge/Charlton Campus□	0	0
		Worcester Community Action Council, Inc.	0	0
		YOU Inc.	0	0
		Women's Army Corps (WAC), Veterans Association, Bay State	0	0
		American Legion, Pioneer Valley Women's Post 463	0	0
		New Hope Friendly House□	0	0
		Mass Veterans Inc.	0	0
		Worcester Technical High School	0	0
		The Women's Initiative, United Way Of Central MA□	0	0

1506605	Dispatcher I	Leominster Workforce Central	0	0
		Women's Marine Association	0	0
		Abby's House	0	0
		St. Luke's Catholic Church Parish Center	0	0
		Porter & Chester Institute	0	0
		Workforce Central - Southbridge	0	0
		YWCA of Central Massachusetts, Inc.	0	0
		Grafton Job Corps Career Academy	0	0
		Shriver Job Corp Center	0	0
		Workforce Central - Framingham	0	0
		Workforce Central - Milford	0	0
		Bay Path Regional Vocational High School	0	0
		Ana Maria College	0	0
		Jobs for Bay State Grads - North High School	0	0
		Jobs for Bay State Grads -South High School	0	0
		Career Services/Clark University	0	0
		Indeed*	1	0
		Charter Intranet	1	0
		Employee Referral*	5	3
		GlassDoor.com	0	0
1506605 Total			8	3
1507020	Dispatcher I	Charter.com	1	0
		Direct Employers	0	0
		Worcester State University	0	0
		Chicopee Chamber of Commerce	0	0
		Worcester Regional Chamber of Commerce□	0	0
		Career Point□	0	0
		Future Works	0	0
		Workforce Central□	0	0
		Becker College	0	0
		Curry College□	0	0
		College of the Holy Cross□	0	0
		Assumption College	0	0
		Quinsigamond Community College	0	0
		Clark University	0	0
		Career Counseling Center	0	0
		United Way of Southbridge	0	0
		US Job Training Partnership	0	0
		Salvation Army	0	0
		Centro Las America's	0	0
		YMCA	0	0
		International Center-Worcester	0	0
		United Way of Worcester	0	0
		Bay Path College, Sturbridge/Charlton Campus□	0	0
		Worcester Community Action Council, Inc.	0	0
		YOU Inc.	0	0

1507020	Dispatcher I	Women's Army Corps (WAC), Veterans Association, Bay State	0	0
		American Legion, Pioneer Valley Women's Post 463	0	0
		New Hope Friendly House	0	0
		Mass Veterans Inc.	0	0
		Worcester Technical High School	0	0
		The Women's Initiative, United Way Of Central MA	0	0
		Leominster Workforce Central	0	0
		Women's Marine Association	0	0
		Abby's House	0	0
		St. Luke's Catholic Church Parish Center	0	0
		Porter & Chester Institute	0	0
		Workforce Central - Southbridge	0	0
		YWCA of Central Massachusetts, Inc.	0	0
		Grafton Job Corps Career Academy	0	0
		Shriver Job Corp Center	0	0
		Workforce Central - Framingham	0	0
		Workforce Central - Milford	0	0
		Bay Path Regional Vocational High School	0	0
		Ana Maria College	0	0
		Jobs for Bay State Grads - North High School	0	0
		Jobs for Bay State Grads -South High School	0	0
		Career Services/Clark University	0	0
		Indeed*	3	1
		Charter Intranet	1	1
		GlassDoor.com	0	0
1507020 Total			5	2
1602761	Dispatcher I	Charter.com	1	0
		Direct Employers	0	0
		Worcester State University	0	0
		Chicopee Chamber of Commerce	0	0
		Worcester Regional Chamber of Commerce	0	0
		Career Point	0	0
		Future Works	0	0
		Workforce Central	0	0
		Becker College	0	0
		Curry College	0	0
		College of the Holy Cross	0	0
		Assumption College	0	0
		Quinsigamond Community College	0	0
		Clark University	0	0
		Career Counseling Center	0	0
		United Way of Southbridge	0	0
		US Job Training Partnership	0	0
		Salvation Army	0	0
		Centro Las America's	0	0
		YMCA	0	0

1602761	Dispatcher I	International Center-Worcester	0	0
		United Way of Worcester	0	0
		Bay Path College, Sturbridge/Charlton Campus	0	0
		Worcester Community Action Council, Inc.	0	0
		YOU Inc.	0	0
		Women's Army Corps (WAC), Veterans Association, Bay State	0	0
		American Legion, Pioneer Valley Women's Post 463	0	0
		New Hope Friendly House	0	0
		Mass Veterans Inc.	0	0
		Worcester Technical High School	0	0
		The Women's Initiative, United Way Of Central MA	0	0
		Leominster Workforce Central	0	0
		Women's Marine Association	0	0
		Abby's House	0	0
		St. Luke's Catholic Church Parish Center	0	0
		Porter & Chester Institute	0	0
		Workforce Central - Southbridge	0	0
		YWCA of Central Massachusetts, Inc.	0	0
		Grafton Job Corps Career Academy	0	0
		Shriver Job Corp Center	0	0
		Workforce Central - Framingham	0	0
		Workforce Central - Milford	0	0
		Bay Path Regional Vocational High School	0	0
		Ana Maria College	0	0
		Jobs for Bay State Grads - North High School	0	0
		Jobs for Bay State Grads -South High School	0	0
		Career Services/Clark University	0	0
		Indeed*	2	0
		Charter Intranet	0	0
		GlassDoor.com	0	0
		Snagajob.com*	1	1
1602761 Total			4	1
1502680	QA Inspector I	Charter.com	1	0
		Direct Employers	0	0
		Worcester State University	0	0
		Chicopee Chamber of Commerce	0	0
		Worcester Regional Chamber of Commerce	0	0
		Career Point	0	0
		Future Works	0	0
		Workforce Central	0	0
		Becker College	0	0
		Curry College	0	0
		College of the Holy Cross	0	0
		Assumption College	0	0
		Quinsigamond Community College	0	0
		Clark University	0	0

1502680	QA Inspector I	Career Counseling Center	0	0
		United Way of Southbridge	0	0
		US Job Training Partnership	0	0
		Salvation Army	0	0
		Centro Las America's	0	0
		YMCA	0	0
		International Center-Worcester	0	0
		United Way of Worcester	0	0
		Bay Path College, Sturbridge/Charlton Campus	0	0
		Worcester Community Action Council, Inc.	0	0
		YOU Inc.	0	0
		Women's Army Corps (WAC), Veterans Association, Bay State	0	0
		American Legion, Pioneer Valley Women's Post 463	0	0
		New Hope Friendly House	0	0
		Mass Veterans Inc.	0	0
		Worcester Technical High School	0	0
		The Women's Initiative, United Way Of Central MA	0	0
		Leominster Workforce Central	0	0
		Women's Marine Association	0	0
		Abby's House	0	0
		St. Luke's Catholic Church Parish Center	0	0
		Porter & Chester Institute	0	0
		Workforce Central - Southbridge	0	0
		YWCA of Central Massachusetts, Inc.	0	0
		Grafton Job Corps Career Academy	0	0
		Shriver Job Corp Center	0	0
		Workforce Central - Framingham	0	0
		Workforce Central - Milford	0	0
		Bay Path Regional Vocational High School	0	0
		Ana Maria College	0	0
		Jobs for Bay State Grads - North High School	0	0
		Jobs for Bay State Grads -South High School	0	0
		Career Services/Clark University	0	0
		Outside Referral*	1	0
		Charter Intranet	4	1
		Hot Dog Hot Job Event	0	0
		North Central Career Center Job Fair	0	0
		Craiglists	0	0
		GlassDoor.com	0	0
1502680 Total			6	1
1504887	QA Inspector I	Charter.com	1	1
		Direct Employers	0	0
		Worcester State University	0	0
		Chicopee Chamber of Commerce	0	0
		Worcester Regional Chamber of Commerce	0	0
		Career Point	0	0

1504887	QA Inspector I	Future Works	0	0
		Workforce Central□	0	0
		Becker College	0	0
		Curry College□	0	0
		College of the Holy Cross□	0	0
		Assumption College	0	0
		Quinsigamond Community College	0	0
		Clark University	0	0
		Career Counseling Center	0	0
		United Way of Southbridge	0	0
		US Job Training Partnership	0	0
		Salvation Army	0	0
		Centro Las America's	0	0
		YMCA	0	0
		International Center-Worcester	0	0
		United Way of Worcester	0	0
		Bay Path College, Sturbridge/Charlton Campus□	0	0
		Worcester Community Action Council, Inc.	0	0
		YOU Inc.	0	0
		Women's Army Corps (WAC), Veterans Association, Bay State	0	0
		American Legion, Pioneer Valley Women's Post 463	0	0
		New Hope Friendly House□	0	0
		Mass Veterans Inc.	0	0
		Worcester Technical High School	0	0
		The Women's Initiative, United Way Of Central MA□	0	0
		Leominster Workforce Central	0	0
		Women's Marine Association	0	0
		Abby's House	0	0
		St. Luke's Catholic Church Parish Center	0	0
		Porter & Chester Institute	0	0
		Workforce Central - Southbridge	0	0
		YWCA of Central Massachusetts, Inc.	0	0
		Grafton Job Corps Career Academy	0	0
		Shriver Job Corp Center	0	0
		Workforce Central - Framingham	0	0
		Workforce Central - Milford	0	0
		Bay Path Regional Vocational High School	0	0
		Ana Maria College	0	0
		Jobs for Bay State Grads - North High School	0	0
		Jobs for Bay State Grads -South High School	0	0
		Career Services/Clark University	0	0
		Charter Intranet	1	1
		North Central Career Centers Job Fair	0	0
		GlassDoor.com	0	0
1504887 Total			2	2
1504269	Service Delivery Analyst	RecruitMilitary	0	0

Charter.com	0	0
Direct Employers	0	0
Worcester State University	0	0
Chicopee Chamber of Commerce	0	0
Worcester Regional Chamber of Commerce	0	0
Career Point	0	0
Future Works	0	0
Workforce Central	0	0
Becker College	0	0
Curry College	0	0
College of the Holy Cross	0	0
Assumption College	0	0
Quinsigamond Community College	0	0
Clark University	0	0
Career Counseling Center	0	0
United Way of Southbridge	0	0
US Job Training Partnership	0	0
Salvation Army	0	0
Centro Las America's	0	0
YMCA	0	0
International Center-Worcester	0	0
United Way of Worcester	0	0
Bay Path College, Sturbridge/Charlton Campus	0	0
Worcester Community Action Council, Inc.	0	0
YOU Inc.	0	0
Women's Army Corps (WAC), Veterans Association, Bay State	0	0
American Legion, Pioneer Valley Women's Post 463	0	0
New Hope Friendly House	0	0
Mass Veterans Inc.	0	0
Worcester Technical High School	0	0
The Women's Initiative, United Way Of Central MA	0	0
Leominster Workforce Central	0	0
Women's Marine Association	0	0
Abby's House	0	0
St. Luke's Catholic Church Parish Center	0	0
Porter & Chester Institute	0	0
Workforce Central - Southbridge	0	0
YWCA of Central Massachusetts, Inc.	0	0
Grafton Job Corps Career Academy	0	0
Shriver Job Corp Center	0	0
Workforce Central - Framingham	0	0
Workforce Central - Milford	0	0
Bay Path Regional Vocational High School	0	0
Ana Maria College	0	0
Jobs for Bay State Grads - North High School	0	0
Jobs for Bay State Grads -South High School	0	0

1504269	Service Delivery Analyst	Career Services/Clark University	0	0
		Charter Intranet	7	1
		Cable Fax	0	0
		Multi-Channel News	0	0
		Craiglists	0	0
		GlassDoor.com	0	0
1504269 Total			7	1
1506619	Sup, System Maintenance	Charter.com	0	0
		Direct Employers	0	0
		Worcester State University	0	0
		Chicopee Chamber of Commerce	0	0
		Worcester Regional Chamber of Commerce	0	0
		Career Point	0	0
		Future Works	0	0
		Workforce Central	0	0
		Becker College	0	0
		Curry College	0	0
		College of the Holy Cross	0	0
		Assumption College	0	0
		Quinsigamond Community College	0	0
		Clark University	0	0
		Career Counseling Center	0	0
		United Way of Southbridge	0	0
		US Job Training Partnership	0	0
		Salvation Army	0	0
		Centro Las America's	0	0
		YMCA	0	0
		International Center-Worcester	0	0
		United Way of Worcester	0	0
		Bay Path College, Sturbridge/Charlton Campus	0	0
		Worcester Community Action Council, Inc.	0	0
		YOU Inc.	0	0
		Women's Army Corps (WAC), Veterans Association, Bay State	0	0
		American Legion, Pioneer Valley Women's Post 463	0	0
		New Hope Friendly House	0	0
		Mass Veterans Inc.	0	0
		Worcester Technical High School	0	0
		The Women's Initiative, United Way Of Central MA	0	0
		Leominster Workforce Central	0	0
		Women's Marine Association	0	0
		Abby's House	0	0
		St. Luke's Catholic Church Parish Center	0	0
		Porter & Chester Institute	0	0
		Workforce Central - Southbridge	0	0
		YWCA of Central Massachusetts, Inc.	0	0
		Grafton Job Corps Career Academy	0	0

1506619	Sup, System Maintenance	Shriver Job Corp Center	0	0
		Workforce Central - Framingham	0	0
		Workforce Central - Milford	0	0
		Bay Path Regional Vocational High School	0	0
		Ana Maria College	0	0
		Jobs for Bay State Grads - North High School	0	0
		Jobs for Bay State Grads -South High School	0	0
		Career Services/Clark University	0	0
		Charter Intranet	4	0
		Employee Referral*	1	1
		GlassDoor.com	0	0
1506619 Total			5	1
1506620	Sup, System Maintenance	Direct Employers	0	0
		Worcester State University	0	0
		Chicopee Chamber of Commerce	0	0
		Worcester Regional Chamber of Commerce□	0	0
		Career Point□	0	0
		Future Works	0	0
		Workforce Central□	0	0
		Becker College	0	0
		Curry College□	0	0
		College of the Holy Cross□	0	0
		Assumption College	0	0
		Quinsigamond Community College	0	0
		Clark University	0	0
		Career Counseling Center	0	0
		United Way of Southbridge	0	0
		US Job Training Partnership	0	0
		Salvation Army	0	0
		Centro Las America's	0	0
		YMCA	0	0
		International Center-Worcester	0	0
		United Way of Worcester	0	0
		Bay Path College, Sturbridge/Charlton Campus□	0	0
		Worcester Community Action Council, Inc.	0	0
		YOU Inc.	0	0
		Women's Army Corps (WAC), Veterans Association, Bay State	0	0
		American Legion, Pioneer Valley Women's Post 463	0	0
		New Hope Friendly House□	0	0
		Mass Veterans Inc.	0	0
		Worcester Technical High School	0	0
		The Women's Initiative, United Way Of Central MA□	0	0
		Leominster Workforce Central	0	0
		Women's Marine Association	0	0
		Abby's House	0	0
		St. Luke's Catholic Church Parish Center	0	0

1506620	Sup, System Maintenance	Porter & Chester Institute	0	0
		Workforce Central - Southbridge	0	0
		YWCA of Central Massachusetts, Inc.	0	0
		Grafton Job Corps Career Academy	0	0
		Shriver Job Corp Center	0	0
		Workforce Central - Framingham	0	0
		Workforce Central - Milford	0	0
		Bay Path Regional Vocational High School	0	0
		Ana Maria College	0	0
		Jobs for Bay State Grads - North High School	0	0
		Jobs for Bay State Grads -South High School	0	0
		Career Services/Clark University	0	0
		Charter Intranet	6	1
		GlassDoor.com	0	0
1506620	Total		6	1
1503027	System Technician I	Charter.com	0	0
		Direct Employers	0	0
		Worcester State University	0	0
		Chicopee Chamber of Commerce	0	0
		Worcester Regional Chamber of Commerce	0	0
		Career Point	0	0
		Future Works	0	0
		Workforce Central	0	0
		Becker College	0	0
		Curry College	0	0
		College of the Holy Cross	0	0
		Assumption College	0	0
		Quinsigamond Community College	0	0
		Clark University	0	0
		Career Counseling Center	0	0
		United Way of Southbridge	0	0
		US Job Training Partnership	0	0
		Salvation Army	0	0
		Centro Las America's	0	0
		YMCA	0	0
		International Center-Worcester	0	0
		United Way of Worcester	0	0
		Bay Path College, Sturbridge/Charlton Campus	0	0
		Worcester Community Action Council, Inc.	0	0
		YOU Inc.	0	0
		Women's Army Corps (WAC), Veterans Association, Bay State	0	0
		American Legion, Pioneer Valley Women's Post 463	0	0
		New Hope Friendly House	0	0
		Mass Veterans Inc.	0	0
		Worcester Technical High School	0	0
		The Women's Initiative, United Way Of Central MA	0	0

1503027	System Technician I	Leominster Workforce Central	0	0
		Women's Marine Association	0	0
		Abby's House	0	0
		St. Luke's Catholic Church Parish Center	0	0
		Porter & Chester Institute	0	0
		Workforce Central - Southbridge	0	0
		YWCA of Central Massachusetts, Inc.	0	0
		Grafton Job Corps Career Academy	0	0
		Shriver Job Corp Center	0	0
		Workforce Central - Framingham	0	0
		Workforce Central - Milford	0	0
		Bay Path Regional Vocational High School	0	0
		Ana Maria College	0	0
		Jobs for Bay State Grads - North High School	0	0
		Jobs for Bay State Grads -South High School	0	0
		Career Services/Clark University	0	0
		Charter Intranet	5	1
		GlassDoor.com	0	0
1503027 Total			5	1
1506996	Warehouse Technician	Charter.com	1	1
		Direct Employers	0	0
		Indeed*	2	0
		Outside Referral*	2	1
		Charter Intranet	0	0
		Monster.com*	1	0
		GlassDoor.com*	0	0
1506996 Total			6	2
1602210	Warehouse Technician	Charter.com	0	0
		Direct Employers	0	0
		Outside Referral*	3	2
		Charter Intranet	1	1
		GlassDoor.com*	0	0
1602210 Total			4	3
1602373	Warehouse Technician	Charter.com	1	0
		Direct Employers	0	0
		Indeed*	2	1
		Outside Referral*	1	0
		Charter Intranet	0	0
		Telegram*	1	0
		Sales Jobs.com*	1	0
		GlassDoor.com*	0	0
1602373 Total			6	1
1603521	Warehouse Transport Specialist	Direct Employers	0	0
		Charter Intranet	1	1
1603521 Total			1	1
1507125	Workforce Mgmt Technical Coord	Charter.com	1	1

1507125	Workforce Mgmt Technical Coord	Direct Employers	0	0
		Worcester State University	0	0
		Chicopee Chamber of Commerce	0	0
		Worcester Regional Chamber of Commerce□	0	0
		Career Point□	0	0
		Future Works	0	0
		Workforce Central□	0	0
		Becker College	0	0
		Curry College□	0	0
		College of the Holy Cross□	0	0
		Assumption College	0	0
		Quinsigamond Community College	0	0
		Clark University	0	0
		Career Counseling Center	0	0
		United Way of Southbridge	0	0
		US Job Training Partnership	0	0
		Salvation Army	0	0
		Centro Las America's	0	0
		YMCA	0	0
		International Center-Worcester	0	0
		United Way of Worcester	0	0
		Bay Path College, Sturbridge/Charlton Campus□	0	0
		Worcester Community Action Council, Inc.	0	0
		YOU Inc.	0	0
		Women's Army Corps (WAC), Veterans Association, Bay State	0	0
		American Legion, Pioneer Valley Women's Post 463	0	0
		New Hope Friendly House□	0	0
		Mass Veterans Inc.	0	0
		Worcester Technical High School	0	0
		The Women's Initiative, United Way Of Central MA□	0	0
		Leominster Workforce Central	0	0
		Women's Marine Association	0	0
		Abby's House	0	0
		St. Luke's Catholic Church Parish Center	0	0
		Porter & Chester Institute	0	0
		Workforce Central - Southbridge	0	0
		YWCA of Central Massachusetts, Inc.	0	0
		Grafton Job Corps Career Academy	0	0
		Shriver Job Corp Center	0	0
		Workforce Central - Framingham	0	0
		Workforce Central - Milford	0	0
		Bay Path Regional Vocational High School	0	0
		Ana Maria College	0	0
		Jobs for Bay State Grads - North High School	0	0
		Jobs for Bay State Grads -South High School	0	0
		Career Services/Clark University	0	0

1507125	Workforce Mgmt Technical Coord	Charter Intranet	0	0
		GlassDoor.com	0	0
1507125 Total			1	1
1506812	News Reporter I	Charter.com	2	1
		Direct Employers	0	0
		Worcester State University	0	0
		Chicopee Chamber of Commerce	0	0
		Worcester Regional Chamber of Commerce	0	0
		Career Point	0	0
		Future Works	0	0
		Workforce Central	0	0
		Becker College	0	0
		Curry College	0	0
		College of the Holy Cross	0	0
		Assumption College	0	0
		Quinsigamond Community College	0	0
		Clark University	0	0
		Career Counseling Center	0	0
		United Way of Southbridge	0	0
		US Job Training Partnership	0	0
		Salvation Army	0	0
		Centro Las America's	0	0
		YMCA	0	0
		International Center-Worcester	0	0
		United Way of Worcester	0	0
		Bay Path College, Sturbridge/Charlton Campus	0	0
		Worcester Community Action Council, Inc.	0	0
		YOU Inc.	0	0
		Women's Army Corps (WAC), Veterans Association, Bay State	0	0
		American Legion, Pioneer Valley Women's Post 463	0	0
		New Hope Friendly House	0	0
		Mass Veterans Inc.	0	0
		Worcester Technical High School	0	0
		The Women's Initiative, United Way Of Central MA	0	0
		Leominster Workforce Central	0	0
		Women's Marine Association	0	0
		Abby's House	0	0
		St. Luke's Catholic Church Parish Center	0	0
		Porter & Chester Institute	0	0
		Workforce Central - Southbridge	0	0
		YWCA of Central Massachusetts, Inc.	0	0
		Grafton Job Corps Career Academy	0	0
		Shriver Job Corp Center	0	0
		Workforce Central - Framingham	0	0
		Workforce Central - Milford	0	0
		Bay Path Regional Vocational High School	0	0

1506812	News Reporter I	Ana Maria College	0	0
		Jobs for Bay State Grads - North High School	0	0
		Jobs for Bay State Grads -South High School	0	0
		Career Services/Clark University	0	0
		Employee Referral*	1	0
		TVJobs.com	1	0
		GlassDoor.com	0	0
1506812 Total			4	1
1604210	News Reporter I	Charter.com	2	1
		Direct Employers	0	0
		Worcester State University	0	0
		Chicopee Chamber of Commerce	0	0
		Worcester Regional Chamber of Commerce	0	0
		Career Point	0	0
		Future Works	0	0
		Workforce Central	0	0
		Becker College	0	0
		Curry College	0	0
		College of the Holy Cross	0	0
		Assumption College	0	0
		Quinsigamond Community College	0	0
		Clark University	0	0
		Career Counseling Center	0	0
		United Way of Southbridge	0	0
		US Job Training Partnership	0	0
		Salvation Army	0	0
		Centro Las America's	0	0
		YMCA	0	0
		International Center-Worcester	0	0
		United Way of Worcester	0	0
		Bay Path College, Sturbridge/Charlton Campus	0	0
		Worcester Community Action Council, Inc.	0	0
		YOU Inc.	0	0
		Women's Army Corps (WAC), Veterans Association, Bay State	0	0
		American Legion, Pioneer Valley Women's Post 463	0	0
		New Hope Friendly House	0	0
		Mass Veterans Inc.	0	0
		Worcester Technical High School	0	0
		The Women's Initiative, United Way Of Central MA	0	0
		Leominster Workforce Central	0	0
		Women's Marine Association	0	0
		Abby's House	0	0
		St. Luke's Catholic Church Parish Center	0	0
		Porter & Chester Institute	0	0
		Workforce Central - Southbridge	0	0
		YWCA of Central Massachusetts, Inc.	0	0

1604210	News Reporter I	Grafton Job Corps Career Academy	0	0
		Shriver Job Corp Center	0	0
		Workforce Central - Framingham	0	0
		Workforce Central - Milford	0	0
		Bay Path Regional Vocational High School	0	0
		Ana Maria College	0	0
		Jobs for Bay State Grads - North High School	0	0
		Jobs for Bay State Grads -South High School	0	0
		Career Services/Clark University	0	0
		Charter Intranet	1	0
		The Peterson School	0	0
		Employee Referral*	1	0
		TVJobs.com	0	0
		Journalismnext.com	0	0
		GlassDoor.com	0	0
1604210	Total		4	1
1505082	Public Access Coordinator	Direct Employers	0	0
		Worcester State University	0	0
		Chicopee Chamber of Commerce	0	0
		Worcester Regional Chamber of Commerce□	0	0
		Career Point□	0	0
		Future Works	0	0
		Workforce Central□	0	0
		Becker College	0	0
		Curry College□	0	0
		College of the Holy Cross□	0	0
		Assumption College	0	0
		Quinsigamond Community College	0	0
		Clark University	0	0
		Career Counseling Center	0	0
		United Way of Southbridge	0	0
		US Job Training Partnership	0	0
		Salvation Army	0	0
		Centro Las America's	0	0
		YMCA	0	0
		International Center-Worcester	0	0
		United Way of Worcester	0	0
		Bay Path College, Sturbridge/Charlton Campus□	0	0
		Worcester Community Action Council, Inc.	0	0
		YOU Inc.	0	0
		Women's Army Corps (WAC), Veterans Association, Bay State	0	0
		American Legion, Pioneer Valley Women's Post 463	0	0
		New Hope Friendly House□	0	0
		Mass Veterans Inc.	0	0
		Worcester Technical High School	0	0
		The Women's Initiative, United Way Of Central MA□	0	0

1505082	Public Access Coordinator	Leominster Workforce Central	0	0
		Women's Marine Association	0	0
		Abby's House	0	0
		St. Luke's Catholic Church Parish Center	0	0
		Porter & Chester Institute	0	0
		Workforce Central - Southbridge	0	0
		YWCA of Central Massachusetts, Inc.	0	0
		Grafton Job Corps Career Academy	0	0
		Shriver Job Corp Center	0	0
		Workforce Central - Framingham	0	0
		Workforce Central - Milford	0	0
		Bay Path Regional Vocational High School	0	0
		Ana Maria College	0	0
		Jobs for Bay State Grads - North High School	0	0
		Jobs for Bay State Grads -South High School	0	0
		Career Services/Clark University	0	0
		Indeed*	1	0
		Outside Referral*	1	0
		Charter Intranet	1	1
		GlassDoor.com	0	0
1505082 Total			3	1
1601467	Sup, System Maintenance	RecruitMilitary	0	0
		Charter.com	1	0
		Direct Employers	0	0
		Worcester State University	0	0
		Chicopee Chamber of Commerce	0	0
		Worcester Regional Chamber of Commerce□	0	0
		Career Point□	0	0
		Future Works	0	0
		Workforce Central□	0	0
		Becker College	0	0
		Curry College□	0	0
		College of the Holy Cross□	0	0
		Assumption College	0	0
		Quinsigamond Community College	0	0
		Clark University	0	0
		Career Counseling Center	0	0
		United Way of Southbridge	0	0
		US Job Training Partnership	0	0
		Salvation Army	0	0
		Centro Las America's	0	0
		YMCA	0	0
		International Center-Worcester	0	0
		United Way of Worcester	0	0
		Bay Path College, Sturbridge/Charlton Campus□	0	0
		Worcester Community Action Council, Inc.	0	0

1601467	Sup, System Maintenance	YOU Inc.	0	0
		Women's Army Corps (WAC), Veterans Association, Bay State	0	0
		American Legion, Pioneer Valley Women's Post 463	0	0
		New Hope Friendly House ☐	0	0
		Mass Veterans Inc.	0	0
		Worcester Technical High School	0	0
		The Women's Initiative, United Way Of Central MA ☐	0	0
		Leominster Workforce Central	0	0
		Women's Marine Association	0	0
		Abby's House	0	0
		St. Luke's Catholic Church Parish Center	0	0
		Porter & Chester Institute	0	0
		Workforce Central - Southbridge	0	0
		YWCA of Central Massachusetts, Inc.	0	0
		Grafton Job Corps Career Academy	0	0
		Shriver Job Corp Center	0	0
		Workforce Central - Framingham	0	0
		Workforce Central - Milford	0	0
		Bay Path Regional Vocational High School	0	0
		Ana Maria College	0	0
		Jobs for Bay State Grads - North High School	0	0
		Jobs for Bay State Grads -South High School	0	0
		Career Services/Clark University	0	0
		Charter Intranet	7	1
		Cable Fax	0	0
		Multi-Channel News	0	0
		GlassDoor.com	0	0
1601467 Total			8	1
1503715	Broadband Installer	Charter.com	8	2
		Direct Employers	0	0
		Worcester State University	0	0
		Chicopee Chamber of Commerce	0	0
		Worcester Regional Chamber of Commerce ☐	0	0
		Career Point ☐	0	0
		Future Works	0	0
		Workforce Central ☐	0	0
		Becker College	0	0
		Curry College ☐	0	0
		College of the Holy Cross ☐	0	0
		Assumption College	0	0
		Quinsigamond Community College	0	0
		Clark University	0	0
		Career Counseling Center	0	0
		United Way of Southbridge	0	0
		US Job Training Partnership	0	0
		Salvation Army	0	0

1503715	Broadband Installer	Centro Las America's	0	0
		YMCA	0	0
		International Center-Worcester	0	0
		United Way of Worcester	0	0
		Bay Path College, Sturbridge/Charlton Campus	0	0
		Worcester Community Action Council, Inc.	0	0
		YOU Inc.	0	0
		Women's Army Corps (WAC), Veterans Association, Bay State	0	0
		American Legion, Pioneer Valley Women's Post 463	0	0
		New Hope Friendly House	0	0
		Mass Veterans Inc.	0	0
		Worcester Technical High School	0	0
		The Women's Initiative, United Way Of Central MA	0	0
		Leominster Workforce Central	0	0
		Women's Marine Association	0	0
		Abby's House	0	0
		St. Luke's Catholic Church Parish Center	0	0
		Porter & Chester Institute	0	0
		Workforce Central - Southbridge	0	0
		YWCA of Central Massachusetts, Inc.	0	0
		Grafton Job Corps Career Academy	0	0
		Shriver Job Corp Center	0	0
		Workforce Central - Framingham	0	0
		Workforce Central - Milford	0	0
		Bay Path Regional Vocational High School	0	0
		Ana Maria College	0	0
		Jobs for Bay State Grads - North High School	0	0
		Jobs for Bay State Grads -South High School	0	0
		Career Services/Clark University	0	0
		Indeed*	3	0
		Outside Referral*	1	1
		Charter Intranet	0	0
		Employee Referral*	6	4
		Google*	1	1
		Hot Dog Hot Job Event	0	0
		Craiglists	0	0
		GlassDoor.com	1	1
		Henry Lee Willis Community Center	0	0
		Monster.com	0	0
1503715 Total			20	9
Grand Total			156	52

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	35
Charter Intranet						53
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	0
CableFax	4 Choke Cherry Road 2nd Floor	Rockville, MD 20850	Alex Virden	301-354-1619	No	0
Multi-Channel News	9620 Executive Center Dr. N #200	St. Petersburg, FL 33702	Jean Rynaski	1.727.497.6565 x3335	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
North Central Career Centers Job Fair - 11/06/15	99 Erdman Way	Leominster, MA	Scott Perciful	978-534-1481	No	0
Workforce Central On-site mini Job Fair - 11/18/15	44 Front Street 6th Floor	Worcester, MA 01608			No	0
Craigslist					No	2
Nashoba Valley Chamber of Commerce Job Fair - Deven's Common Center - 03/04/16	31 Andrews Parkway	Devens, MA	Melissa	978-425-5761	No	0
TVJobs.com					No	1
Charter TV3 AD					No	2
Journalismnext.com					No	0
Gijobs*					No	1
Google*					No	5
Snagajob.com*					No	1
Outside Referral*					No	17
Employee Referral*					No	24
Indeed*					No	16
Monster*					No	1
Telegram*					No	1
Salesjobs.com*					No	1
Worcester State University	486 Chandler Street	Worcester, MA 01062			No	0
Chicopee Chamber of Commerce	264 Exchange Street	Chicopee, MA 01013			No	0
Worcester Regional	446 Main Street, Ste. 20	Worcester, MA 01608			No	0
Career Point	850 High Street	Holyoke, MA 01040			No	0
Future Works	One Federal Street Building 103- 3	Springfield, MA 01105			No	0
Workforce Central	44 Front Street 6th Floor	Worcester, MA 01608			No	0
Becker College	61 Sever Street	Worcester, MA 01609			No	0
Curry College	1071 Blue Hill Avenue	Milton, MA 02186			No	0
College of the Holy Cross	1 College Street	Worcester, MA 01609			No	0
Assumption College	500 Salisbury Street	Worcester, MA 01609			No	0

Quinsigamond Community College	670 W Boylston Street	Worcester, MA 01606			No	0
Clark University	950 Main Street	Worcester, MA 01610			No	0
Career Counseling Center	1 Salem Square	Worcester, MA 01608			No	0
United Way of Southbridge	155 Main Street	Southbridge, MA 01550			No	0
US Job Training Partnership	390 Main Street, Suite 806	Worcester, MA 01608			No	0
Salvation Army	640 Main Street	Worcester, MA 01608			No	0
Centro Las America's	11 Sycamore Street	Worcester, MA 01608			No	0
YMCA	766 Main Street	Worcester, MA 01610			No	0
International Center- Worcester	81 Hope Avenue	Worcester, MA 01603			No	0
United Way of Worcester	484 Main Street Ste 300	Worcester, MA 01608			No	0
YMCA	43 Everett Street	Southbridge, MA 01550			No	0
Bay Path College,	P.O. Box 206	Sturbridge, MA 01566			No	0
Worcester Community Action Council, Inc.	484 Main Street, 2nd Floor	Worcester, MA 01608			No	0
YOU Inc.	81 Plantation Street	Worcester, MA 01604			No	0
Women's Army Corps (WAC), Veterans	42 Mountain View Street	South Hadley, MA 01075			No	0
American Legion, Pioneer Valley Women's Post 463	42 Mountain View Street	South Hadley, MA 01075			No	0
New Hope Friendly House	36 Wall Street	Worcester, MA 01604			No	0
Mass Veterans Inc.	69 Grove Street	Worcester, MA 01605			No	0
Worcester Technical High School	1 Skyline Drive	Worcester, MA 01605			No	0
The Women's Initiative, United Way Of Central MA	484 Main Street, Suite 300	Worcester, MA 01608			No	0
Leominster Workforce Central	1355 Central Street	Leominster, MA 01453			No	0
Women's Marine Association	MA2 Chapter (Western MA), 42 Mountain View Street	South Hadley, MA 01075			No	0
Abby's House	52 High Street	Worcester, MA 01609			No	0
St. Luke's Catholic Church Parish Center	1 Ruggles Street	Westborough, MA 01581			No	0
Porter & Chester Institute	120 Brooks Street	Worcester, MA 01606			No	0
Workforce Central - Southbridge	5 Optical Drive, Suite 200	Southbridge, MA 01550			No	0
YWCA of Central Massachusetts, Inc.	One Salem Square	Worcester, MA 01608			No	0
Grafton Job Corps Career Academy	100 Pine Street	North Grafton, MA 01536			No	0
Shriver Job Corp Center	270 Jackson Road	Devens, MA 01434			No	0
Workforce Central - Framingham	1671 Worcester Road, Suite 205	Framingham, MA 01701			No	0
Workforce Central - Milford	425 Fortune Blvd., Suite 201	Milford, MA 01757			No	0
Bay Path Regional Vocational High School	57 Old Muggett Hill Road	Charlton, MA 01507			No	0
Ana Maria College	50 Sunset Lane	Paxton, MA 01612			No	0
Jobs for Bay State Grads - North High School	150 Harrington Way	Worcester, MA 01604			No	0

Jobs for Bay State Grads - South High School	170 Apricot Street	Worcester, MA 01603			No	0
Career Services/Clark University	950 Main Street	Worcester, MA 01610			No	0
Henry Lee Willis Community Center	15 Northampton Street, Worcester, MA 01605	Worcester, MA 01605			No	0
Porter & Chester Institute	129 Flanders Rd.	Westborough, MA 01581			No	0
Worcester State College Latino Education Institute	486 Chandler Street	Worcester, MA 01062			No	0
Hot Dog Hot Job Event	221 Appleton St.	Holyoke, MA 01040			No	0
The Peterson School, Worcester State College,	486 Chandler Street	Worcester, MA 01602			No	0
Worcester Telegram & Gazette	100 Front St, P.O. 15012	Worcester MA 01615			No	0
Boston Globe	P.O. Box 55819	Boston, MA 02205			No	0

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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	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.
5	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
6	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.
7	Hot Dog Hot Job Event	6/19/2015	Job Event hosted by Career Point
8	North Central Job Fair	11/6/2015	Job Event hosted by North Central Career Center
9	Workforce Central On-site mini Job Fair	11/18/2015	Charter Hosted mini job fair at the Worcester Unemployment office
10	Nashoba Valley Chamber of Commerce Job Fair	3/4/2016	General Population Job Fair

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2016 FCC EEO Public File Report for Charter Communications 12507 - OPS Worcester Cnty MA

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

Total Number of Full-Time Vacancies Filled During This Period: 26
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 149

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

FULL-TIME VACANCIES FILLED

State MA
FCC Unit 12507 - OPS Worcester Cnty MA

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1503491	Direct Sales Rep	Indeed	1	0
		LinkedIn	1	0
		Monster	1	0
		Charter.com	9	2
		Direct Employers	0	0
		Referral*	3	1
		Charter TV	2	0
		Recruit Military	1	0
1503491 Total			18	3
1504840	Direct Sales Rep	CareerBuilder.com	1	0
		Charter.com	10	2
		Direct Employers	0	0
		Referral*	1	0
		Charter TV	1	0
1504840 Total			13	2
1506302	Direct Sales Rep	Indeed	1	0
		LinkedIn	2	0
		Charter.com	4	2
		Direct Employers	0	0
		Referral*	1	1
1506302 Total			8	3
1601339	Direct Sales Rep	LinkedIn	1	1
		Charter.com	1	0

1601339	Direct Sales Rep	Direct Employers	0	0
1601339 Total			2	1
1602289	Direct Sales Rep	GlassDoor	1	0
		Monster	1	0
		Charter.com	10	1
		Direct Employers	0	0
		Referral*	1	0
		Charter TV	1	1
1602289 Total			14	2
1603840	Direct Sales Rep	Indeed	2	2
		Charter.com	3	1
		Direct Employers	0	0
		Charter TV	1	0
1603840 Total			6	3
1504775	Business Account Executive	Indeed	2	0
		Charter.com	5	2
		Direct Employers	0	0
1504775 Total			7	2
1601768	Mgr, Sales Business Accounts	CareerBuilder.com	1	0
		LinkedIn	4	1
		Charter.com	2	0
		Direct Employers	0	0
1601768 Total			7	1
1601095	Business Account Executive	LinkedIn	1	0
		Monster	1	1
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	0
1601095 Total			4	1
1502903	Store Associate	CareerBuilder.com	1	0
		Indeed	2	0
		Charter.com	17	2
		Direct Employers	0	0
		Referral*	4	0
1502903 Total			24	2
1501830	Store Associate	Indeed	11	0
		Monster	2	0
		Charter.com	14	1
		Direct Employers	0	0
		Referral*	3	0
1501830 Total			30	1
1505447	Store Associate	Indeed	2	1
		Charter.com	1	0
		Direct Employers	0	0
1505447 Total			3	1
1506644	Store Associate	Indeed	1	0

1506644	Store Associate	Charter.com	3	1
		Direct Employers	0	0
1506644 Total			4	1
1506786	Store Associate	CareerBuilder.com	1	0
		Indeed	1	1
		Charter.com	1	0
		Direct Employers	0	0
1506786 Total			3	1
1601471	Store Associate	Indeed	3	1
		Direct Employers	0	0
		Referral*	1	0
1601471 Total			4	1
1601398	Sup, Store	Charter.com	2	1
		Direct Employers	0	0
1601398 Total			2	1
Grand Total			149	26

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	83
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	9
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	1
CareerBuilder*						4
Charter TV						5
Indeed*						26
Monster*						5
Employee Referral						15

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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 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

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2016 FCC EEO Public File Report for Charter Communications 12507 - OPS Worcester Cnty MA

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: 3

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

FULL-TIME VACANCIES FILLED

State MA
FCC Unit 12507 - OPS Worcester Cnty MA

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1604588	Sr Dir, ISP	Panorama Featured Job	1	0
		RecruitMilitary	0	0
		Internal	1	0
		Multichannel News	0	0
		Charter.com	1	1
		Direct Employers	0	0
		Cable Fax	0	0
1604588 Total			3	1
Grand Total			3	1

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	0
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
Multichannel news	28 E 28th Street	new York NY			No	0
Cable Fax	9211 Corporate Blvd	Rockville, MD 20850			B	0

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#	Name	Date	Description
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4			
5			

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**2016 FCC EEO Public File Report for Charter Communications
12507 - OPS Worcester Cnty MA**

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: 6

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

FULL-TIME VACANCIES FILLED

State MA
FCC Unit 12507 - OPS Worcester Cnty MA

Req #	Job Title	Source	Interviewees Referred	Number	
				Hired	
1503594	Major Accounts Executive	Internal	1	0	
		Charter.com	1	0	
		Direct Employers	0	0	
		Referral*	1	1	
		Summit Resource Group, LLC*	1	0	
1503594 Total			4	1	
1603764	Major Accounts Executive	Charter.com	0	0	
		Direct Employers	0	0	
		Referral*	1	0	
		Indeed*	1	1	
1603764 Total			2	1	
Grand Total			6	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 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
Summit Resource Group, LLC*	1001 Craig Rd.	St. Louis, MO 63143	summitresources.com	314.569.9833	No	1
Indeed*	177 Broad St 6th Fl	Stamford, CT 06901	indeed.com	203-328-2691	No	1
Referral*						2

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Supplemental Recruitment Initiatives:

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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.
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