

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
12365 - COE Olmsted Cnty MN**

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

Total Number of Full-Time Vacancies Filled During This Period: **318**
 Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: **889**

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

FULL-TIME VACANCIES FILLED

State MN
 FCC Unit 12365 - COE Olmsted Cnty MN

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1601724	Cust Rel Coord - Comm Billing	CableFax	0	0
		Facebook	0	0
		LinkedIn	0	0
		RecruitMilitary	0	0
		Internal	2	0
		Charter.com	1	1
		Direct Employers	0	0
		Referral*	4	2
		Internal Email to Current Employees	0	0
		Post Bulletin Newspaper	0	0
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Post Bulletin Online	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Indeed.com*	1	0
		Radio Ad-Pulse FM	0	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Interculturual Mutual Assistance Association	0	0
Minnesota School of Business	0	0		
Rochester Community & Technical College	0	0		
Rochester International Youth Organization	0	0		

1601724	Cust Rel Coord - Comm Billing	Rochester Women's Shelter	0	0
		Career Event-Rochester Workforce Center Customer Service/F	0	0
		Career Event-On-Site Spectrum Business	0	0
		GlassDoor.com	0	0
1601724 Total			8	3
1602375	Cust Rel Coord - Comm Billing	CableFax	0	0
		Company Recruiter	1	1
		LinkedIn	1	0
		RecruitMilitary	0	0
		Charter.com	2	2
		Direct Employers	0	0
		Referral*	2	1
		Internal Email to Current Employees	0	0
		Post Bulletin Newspaper	0	0
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Indeed.com*	1	1
		Minnesotaworks.net	0	0
		Rochester Workforce Center	1	1
		Interculturual Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		Post Bulletin 507 Magazine	0	0
		GlassDoor.com	0	0
1602375 Total			8	6
1604083	Cust Rel Coord - Comm Billing	CableFax	0	0
		RecruitMilitary	0	0
		Internal	4	1
		Charter.com	4	2
		Direct Employers	0	0
		Referral*	4	3
		Internal Email to Current Employees	0	0
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Interculturual Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0

1604083	Cust Rel Coord - Comm Billing	Rochester Women's Shelter	0	0
		GlassDoor.com	0	0
1604083 Total			12	6
1601782	Cust Rel Coord-Comm Repair	CableFax	0	0
		Company Recruiter	4	2
		Facebook	0	0
		LinkedIn	0	0
		RecruitMilitary	0	0
		Internal	1	1
		Charter.com	3	2
		Direct Employers	0	0
		Referral*	5	3
		Internal Email to Current Employees	0	0
		Post Bulletin Newspaper	0	0
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Post Bulletin Online	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Indeed.com*	4	0
		Radio Ad-Pulse FM	0	0
		Google.com*	1	0
		Billboard (Fairway Outdoor Advertising)*	1	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Intercultural Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		Post Bulletin 507 Magazine	0	0
		Career Event-Rochester Workforce Center Customer Service/F	0	0
		Career Event-On-Site Spectrum Business	0	0
		GlassDoor.com	0	0
1601782 Total			19	8
1602958	Cust Rel Coord-Comm Repair	CableFax	0	0
		Facebook	1	0
		LinkedIn	0	0
		RecruitMilitary	0	0
		Twitter	0	0
		Internal	5	1
		Charter.com	2	2
		Direct Employers	0	0
		Referral*	5	4
		Internal Email to Current Employees	0	0
		Post Bulletin Newspaper	0	0

1602958	Cust Rel Coord-Comm Repair	US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Radio Ad-Townsquare Media	2	1
		Indeed.com*	2	2
		Google.com*	1	1
		Billboard (Fairway Outdoor Advertising)*	1	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Interculturual Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		Career Event-RCTC/Post Bulletin	0	0
		GlassDoor.com	0	0
1602958 Total			19	11
1604474	Cust Rel Coord-Comm Repair	CableFax	0	0
		LinkedIn	0	0
		RecruitMilitary	0	0
		Internal	5	2
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	5	4
		Internal Email to Current Employees	0	0
		Post Bulletin Newspaper	0	0
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Indeed.com*	1	1
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Interculturual Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		GlassDoor.com	0	0
1604474 Total			11	7
1601160	Customer Support Lead - Comm	CableFax	0	0
		RecruitMilitary	0	0
		Internal	4	1
		Charter.com	0	0
		Direct Employers	0	0

1601160	Customer Support Lead - Comm	Internal Email to Current Employees	0	0
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Intercultural Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		GlassDoor.com	0	0
1601160 Total			4	1
1601449	Customer Support Lead - Comm	CableFax	0	0
		RecruitMilitary	0	0
		Internal	10	1
		Charter.com	0	0
		Direct Employers	0	0
		Internal Email to Current Employees	0	0
		US Military Pipeline	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Intercultural Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		GlassDoor.com	0	0
1601449 Total			10	1
1602294	Customer Support Lead - Comm	CableFax	0	0
		LinkedIn	0	0
		RecruitMilitary	0	0
		Internal	3	1
		Charter.com	0	0
		Direct Employers	0	0
		Internal Email to Current Employees	0	0
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Intercultural Mutual Assistance Association	0	0

1602294	Customer Support Lead - Comm	Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		GlassDoor.com	0	0
1602294 Total			3	1
1506422	Rep, CB Billing	CableFax	0	0
		RecruitMilitary	0	0
		Internal	9	6
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	2	2
		Internal Email to Current Employees	0	0
		Post Bulletin Newspaper	0	0
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Indeed.com*	1	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Intercultural Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		GlassDoor.com	0	0
1506422 Total			13	8
1505312	Rep, CB Repair	CableFax	0	0
		RecruitMilitary	0	0
		Internal	1	0
		Charter.com	3	2
		Direct Employers	0	0
		Referral*	2	2
		Internal Email to Current Employees	0	0
		Post Bulletin Newspaper	1	0
		US Military Pipeline	0	0
		Craigs List	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Radio Ad-Townsquare Media	0	0
		Indeed.com*	3	2
		Google.com*	1	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Intercultural Mutual Assistance Association	0	0
		Minnesota School of Business	0	0

1505312	Rep, CB Repair	Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		Career Event-Rochester Workforce Center Customer Service/F	0	0
		Career Event-On-Site Charter Communications	0	0
		Career Event-National American University	0	0
		GlassDoor.com	0	0
1505312 Total			11	6
1506758	Rep, CB Repair	CableFax	0	0
		Company Recruiter	1	1
		Facebook	0	0
		LinkedIn	0	0
		RecruitMilitary	0	0
		Twitter	0	0
		Charter.com	2	1
		Direct Employers	0	0
		Referral*	2	0
		Post Bulletin Newspaper	0	0
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Radio Ad-Townsquare Media	0	0
		Indeed.com*	3	1
		Minnesotaworks.net	0	0
		Rochester Workforce Center	1	1
		Intercultural Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		GlassDoor.com	0	0
1506758 Total			9	4
1601014	Rep, CB Repair	CableFax	0	0
		LinkedIn	0	0
		RecruitMilitary	0	0
		Charter.com	6	1
		Direct Employers	0	0
		Referral*	3	3
		Internal Email to Current Employees	0	0
		Post Bulletin Newspaper	0	0
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Indeed.com*	3	1

1601014	Rep, CB Repair	Google.com*	3	1
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Interculturual Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		Post Bulletin Welcome Magazine	0	0
		Yahoo.com*	1	0
		TV (News Story KTTC)*	0	0
		Career Event-On-Site Spectrum Business	0	0
		GlassDoor.com	0	0
1601014 Total			16	6
1504518	Rep, Inbound Business Sales	Company Recruiter	1	0
		Internal	7	0
		Charter.com	3	1
		Direct Employers	0	0
		Referral*	3	1
		CareerBuilder.com*	1	0
		GlassDoor.com	0	0
1504518 Total			15	2
1602431	Sup, Cust Care Call Ctr - Comm	CableFax	0	0
		LinkedIn	0	0
		RecruitMilitary	0	0
		Internal	3	1
		Charter.com	0	0
		Direct Employers	0	0
		Internal Email to Current Employees	0	0
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Interculturual Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		GlassDoor.com	0	0
1602431 Total			3	1
1603352	Sup, Cust Care Call Ctr - Comm	CableFax	0	0
		RecruitMilitary	0	0
		Internal	2	1
		Charter.com	0	0

1603352	Sup, Cust Care Call Ctr - Comm	Direct Employers	0	0
		Internal Email to Current Employees	0	0
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Interculturual Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		GlassDoor.com	0	0
1603352 Total			2	1
1506928	Trainer I	CableFax	0	0
		RecruitMilitary	0	0
		Internal	5	1
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	0
		Internal Email to Current Employees	0	0
		Post Bulletin Newspaper	0	0
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Interculturual Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		GlassDoor.com	0	0
1506928 Total			6	1
1601079	Cust Rel Coord - Video Repair	CableFax	0	0
		RecruitMilitary	0	0
		Charter.com	1	1
		Direct Employers	0	0
		Referral*	9	6
		Internal Email to Current Employees	0	0
		Post Bulletin Newspaper	0	0
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0

1601079	Cust Rel Coord - Video Repair	Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Billboard (Fairway Outdoor Advertising)	0	0
		Radio Ad-Townsquare Media	2	2
		Indeed.com*	2	2
		Facebook*	1	1
		Radio Ad-Pulse FM	0	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Intercultural Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		TV (KAAL News Story)	0	0
		Career Event-On-Site Charter Communications	0	0
		Townsquare Media-KROC Mobile App	0	0
		Townsquare Media-KROC Digial Job Fair	0	0
		GlassDoor.com	0	0
1601079 Total			15	12
1601475	Cust Rel Coord - Video Repair	CableFax	0	0
		RecruitMilitary	0	0
		Charter.com	2	1
		Direct Employers	0	0
		Referral*	2	2
		Internal Email to Current Employees	0	0
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Radio Ad-Townsquare Media	0	0
		Post Bulletin Online	1	1
		Career Event-Red Wing Workforce Center	0	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Charter Chat-Employee Newsletter	0	0
		Intercultural Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		Career Event-Wabasha Workforce Center	0	0
		Career Event-Winona Workforce Center	0	0
		Career Event-Faribault Workforce Center	0	0
		Career Event-Owatonna Workforce Center	0	0
		Career Event-Austin Workforce Center	0	0
		Townsquare Media-KROC Mobile App	0	0

1602191	Cust Rel Coord - Video Repair	Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Indeed.com*	1	1
		Radio Ad-Minnesota 97.5	1	1
		Career Event-Red Wing Workforce Center	1	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Charter Chat-Employee Newsletter	0	0
		Intercultural Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		Career Event-Wabasha Workforce Center	0	0
		Career Event-Winona Workforce Center	0	0
		Career Event-Faribault Workforce Center	0	0
		Career Event-Owatonna Workforce Center	0	0
		Career Event-Austin Workforce Center	0	0
		Career Event-Albert Lea Workforce Center	0	0
		Career Event-Southeast Technical College-Red Wing	0	0
		Career Event-On-Site Charter Communications	0	0
		Townsquare Media-KROC Mobile App	0	0
		Townsquare Media-KROC Digital Job Fair	0	0
		Houck Transit Advertising (Bus Ad)	0	0
		GlassDoor.com	0	0
1602191 Total			11	6
1602571	Cust Rel Coord - Video Repair	CableFax	0	0
		Facebook	0	0
		RecruitMilitary	0	0
		Twitter	0	0
		Internal	1	1
		Charter.com	2	0
		Direct Employers	0	0
		Referral*	5	3
		Internal Email to Current Employees	0	0
		Post Bulletin Newspaper	0	0
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Radio Ad-Townsquare Media	0	0
		Indeed.com*	1	1
		Radio Ad-Minnesota 97.5	0	0
		Career Event-Red Wing Workforce Center	0	0
		Google.com*	1	1
		Minnesotaworks.net	0	0

1602571	Cust Rel Coord - Video Repair	Rochester Workforce Center	0	0
		Intercultural Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		Career Event-Wabasha Workforce Center	0	0
		Career Event-Southeast Technical College-Red Wing	0	0
		Career Event-Zumbrota Public Library	0	0
		TV (News Story KTTC)*	1	1
		Career Event-On-Site Charter Communications	0	0
		Townsquare Media-KROC Mobile App	0	0
		Houck Transit Advertising (Bus Ad)	0	0
		GlassDoor.com	0	0
1602571 Total			11	7
1603008	Cust Rel Coord - Video Repair	CableFax	0	0
		RecruitMilitary	0	0
		Charter.com	2	0
		Direct Employers	0	0
		Referral*	7	4
		Internal Email to Current Employees	0	0
		Post Bulletin Newspaper	1	1
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Radio Ad-Townsquare Media	0	0
		Indeed.com*	1	0
		Google.com*	1	0
		Billboard (Fairway Outdoor Advertising)*	1	1
		Radio Ad-Pandora*	1	1
		Career Event-Kasson Workforce Center	0	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Intercultural Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		Career Event-Wabasha Workforce Center	0	0
		Career Event-Winona Workforce Center	0	0
		Career Event-Austin Workforce Center	0	0
		Apache Mall-Tabletents	0	0
		Career Event-Work Skills Challenge Day	0	0
		Townsquare Media-KROC Mobile App	0	0
		Maxibility Task Force	0	0

1603008	Cust Rel Coord - Video Repair	Career Event-RCTC/Post Bulletin	0	0
		Career Event-Stewartville Area Chamber of Commerce	0	0
		Houck Transit Advertising (Bus Ad)	0	0
		GlassDoor.com	0	0
1603008 Total			14	7
1603413	Cust Rel Coord - Video Repair	CableFax	0	0
		RecruitMilitary	0	0
		Charter.com	3	2
		Direct Employers	0	0
		Referral*	10	5
		Internal Email to Current Employees	0	0
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Radio Ad-Townsquare Media	0	0
		Indeed.com*	3	1
		Radio Ad-Minnesota 97.5	0	0
		Career Event-Red Wing Workforce Center	0	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Intercultural Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		Career Event-Southeast Technical College-Red Wing	0	0
		Apache Mall-Tabletents	0	0
		JobsHQ-Geo Fencing	0	0
		Career Event-On-Site Charter Communications	0	0
		Townsquare Media-KROC Mobile App	0	0
		Red Wing Chamber of Commerce	0	0
		Career Event-Southeast Technical College-Winona	1	1
		GlassDoor.com	0	0
1603413 Total			17	9
1603887	Cust Rel Coord - Video Repair	CableFax	0	0
		Facebook	0	0
		RecruitMilitary	0	0
		Charter.com	5	3
		Direct Employers	0	0
		Referral*	8	5
		Internal Email to Current Employees	0	0
		Post Bulletin Newspaper	0	0
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0

1603887	Cust Rel Coord - Video Repair	Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Radio Ad-Townsquare Media	2	1
		Indeed.com*	1	1
		Radio Ad-Minnesota 97.5	1	1
		Google.com*	1	0
		Career Event-Kasson Workforce Center	0	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Charter Chat-Employee Newsletter	0	0
		Intercultural Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		Career Event-Winona Workforce Center	0	0
		Career Event-Southeast Technical College-Red Wing	0	0
		Apache Mall-Tabletents	1	1
		JobsHQ-Geo Fencing	0	0
		Career Event-On-Site Charter Communications	0	0
		Townsquare Media-KROC Mobile App	0	0
		GlassDoor.com	0	0
1603887 Total			19	12
1604208	Cust Rel Coord - Video Repair	CableFax	0	0
		RecruitMilitary	0	0
		Charter.com	2	1
		Direct Employers	0	0
		Referral*	7	6
		Internal Email to Current Employees	0	0
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Radio Ad-Townsquare Media	1	0
		Indeed.com*	2	0
		Career Event-Red Wing Workforce Center	0	0
		Google.com*	3	1
		Monster.com*	1	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Charter Chat-Employee Newsletter	0	0
		Intercultural Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		Career Event-Faribault Workforce Center	0	0

1604208	Cust Rel Coord - Video Repair	Career Event-Austin Workforce Center	0	0
		JobsHQ-Geo Fencing	0	0
		Career Event-On-Site Charter Communications	0	0
		Townsquare Media-KROC Mobile App	0	0
		Red Wing Chamber of Commerce	0	0
		Career Event-Southeast Technical College-Winona	0	0
		GlassDoor.com	0	0
1604208 Total			16	8
1604618	Cust Rel Coord - Video Repair	CableFax	0	0
		RecruitMilitary	0	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	14	7
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Radio Ad-Townsquare Media	0	0
		Indeed.com*	2	2
		Career Event-Red Wing Workforce Center	0	0
		Google.com*	1	1
		Career Event-Kasson Workforce Center	1	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Intercultural Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		Career Event-Wabasha Workforce Center	0	0
		Career Event-Winona Workforce Center	0	0
		Career Event-Faribault Workforce Center	0	0
		Career Event-Austin Workforce Center	0	0
		Career Event-Albert Lea Workforce Center	0	0
		Career Event-Southeast Technical College-Red Wing	0	0
		Apache Mall-Tabletents	0	0
		JobsHQ-Geo Fencing	0	0
		Career Event-On-Site Charter Communications	0	0
		Townsquare Media-KROC Mobile App	0	0
		GlassDoor.com	0	0
1604618 Total			19	10
1605015	Cust Rel Coord - Video Repair	CableFax	0	0
		Facebook	0	0
		RecruitMilitary	0	0
		Twitter	0	0
		Internal	1	0

1605015	Cust Rel Coord - Video Repair	Charter.com	6	6
		Direct Employers	0	0
		Referral*	9	6
		Internal Email to Current Employees	0	0
		US Military Pipeline	0	0
		Craigs List	1	1
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Radio Ad-Townsquare Media	1	0
		Indeed.com*	3	3
		Career Event-Red Wing Workforce Center	0	0
		Google.com*	3	2
		Career Event-Kasson Workforce Center	0	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Interculturual Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		Career Event-Faribault Workforce Center	0	0
		Career Event-Austin Workforce Center	0	0
		Career Event-Albert Lea Workforce Center	0	0
		Career Event-DAV (Disabled American Veterans)	0	0
		JobsHQ-Geo Fencing	0	0
		Career Event-On-Site Charter Communications	0	0
		Townsquare Media-KROC Mobile App	0	0
		GlassDoor.com	0	0
1605015 Total			24	18
1506636	Mgr, Video Repair	CableFax	0	0
		LinkedIn	0	0
		RecruitMilitary	0	0
		Internal	3	1
		Charter.com	0	0
		Direct Employers	0	0
		Post Bulletin Newspaper	0	0
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Interculturual Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0

1506636	Mgr, Video Repair	Rochester Women's Shelter	0	0
		GlassDoor.com	0	0
1506636 Total			3	1
1505315	Rep I, Video Repair	RecruitMilitary	0	0
		Internal	1	0
		Charter.com	10	4
		Direct Employers	0	0
		Referral*	15	2
		Internal Email to Current Employees	0	0
		Post Bulletin Newspaper	1	1
		US Military Pipeline	0	0
		Craigs List	1	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Radio Ad-Townsquare Media	1	0
		Indeed.com*	7	2
		Career Event-Red Wing Workforce Center	0	0
		Google.com*	2	2
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Charter Chat-Employee Newsletter	0	0
		Intercultural Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		Career Event-Wabasha Workforce Center	0	0
		Career Event-Winona Workforce Center	0	0
		Career Event-On-Site Charter Communications	1	0
		Townsquare Media-KROC Mobile App	0	0
		Townsquare Media-KROC Digial Job Fair	0	0
		GlassDoor.com	0	0
1505315 Total			39	11
1505691	Rep I, Video Repair	RecruitMilitary	0	0
		Internal	1	1
		Charter.com	5	3
		Direct Employers	0	0
		Referral*	19	9
		Internal Email to Current Employees	0	0
		US Military Pipeline	0	0
		Craigs List	0	0
		CareerBuilder.com*	1	1
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Radio Ad-Townsquare Media	2	1
		Indeed.com*	4	0
		Google.com*	1	0
		Monster.com*	1	0

1505691	Rep I, Video Repair	Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Charter Chat-Employee Newsletter	0	0
		Intercultural Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		Career Event-Wabasha Workforce Center	0	0
		Career Event-Winona Workforce Center	0	0
		Career Event-Rochester Workforce Center Customer Service/F	0	0
		Career Event-On-Site Charter Communications	0	0
		Townsquare Media-KROC Mobile App	0	0
		Townsquare Media-KROC Digital Job Fair	0	0
		Career Event-Maxability Task Force	0	0
		Career Event-National American University	1	0
		Banner in front of Charter Building	2	2
		GlassDoor.com	0	0
1505691 Total			37	17
1506120	Rep I, Video Repair	Charter.com	8	5
		Direct Employers	0	0
		Referral*	10	6
		Internal Email to Current Employees	0	0
		Post Bulletin Newspaper	0	0
		US Military Pipeline	0	0
		Craigs List	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Radio Ad-Townsquare Media	1	0
		Indeed.com*	2	1
		Google.com*	2	0
		Billboard (Fairway Outdoor Advertising)*	1	0
		Minnesotaworks.net	1	0
		Rochester Workforce Center	1	1
		Charter Chat-Employee Newsletter	0	0
		Intercultural Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		TV (News Story KTTC)*	1	1
		Career Event-On-Site Charter Communications	0	0
		Townsquare Media-KROC Mobile App	0	0
		Townsquare Media-KROC Digital Job Fair	0	0
		Career Event-St. Mary's University Job Fair	0	0
		Red Wing Chamber of Commerce Business Expo	0	0
		Career Event-RCTC/Post Bulletin	0	0

1506120	Rep I, Video Repair	GlassDoor.com	0	0
1506120 Total			27	14
1506416	Rep I, Video Repair	CableFax	0	0
		RecruitMilitary	0	0
		Charter.com	4	2
		Direct Employers	0	0
		Referral*	12	1
		Internal Email to Current Employees	0	0
		Post Bulletin Newspaper	1	0
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Radio Ad-Townsquare Media	0	0
		Indeed.com*	3	0
		Career Event-Red Wing Workforce Center	0	0
		Career Event-Kasson Workforce Center	0	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Intercultural Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		Career Event-Wabasha Workforce Center	0	0
		Career Event-On-Site Charter Communications	1	0
		Townsquare Media-KROC Mobile App	0	0
		Townsquare Media-KROC Digial Job Fair	0	0
		GlassDoor.com	0	0
1506416 Total			21	3
1506599	Rep I, Video Repair	CableFax	0	0
		RecruitMilitary	0	0
		Charter.com	2	2
		Direct Employers	0	0
		Referral*	4	2
		Internal Email to Current Employees	0	0
		Post Bulletin Newspaper	1	1
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Radio Ad-Townsquare Media	1	0
		Indeed.com*	1	1
		Google.com*	2	2
		Billboard (Fairway Outdoor Advertising)*	1	0
		Minnesotaworks.net	0	0

1506599	Rep I, Video Repair	Rochester Workforce Center	0	0
		Charter Chat-Employee Newsletter	0	0
		Intercultural Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		TV (News Story KTTC)*	1	0
		Career Event-On-Site Charter Communications	0	0
		Townsquare Media-KROC Mobile App	0	0
		Townsquare Media-KROC Digital Job Fair	0	0
		Career Event-STEM	0	0
		GlassDoor.com	0	0
1506599 Total			13	8
1506918	Rep I, Video Repair	CableFax	0	0
		Company Recruiter	2	1
		Facebook	0	0
		RecruitMilitary	0	0
		Twitter	0	0
		Charter.com	7	4
		Direct Employers	0	0
		Referral*	7	7
		Internal Email to Current Employees	0	0
		Post Bulletin Newspaper	1	0
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Billboard (Fairway Outdoor Advertising)	0	0
		Indeed.com*	4	4
		Career Event-Red Wing Workforce Center	0	0
		Google.com*	2	2
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Beyond.com*	1	0
		Charter Chat-Employee Newsletter	0	0
		Intercultural Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		Post Bulletin New Resident Guide	0	0
		Career Event-On-Site Charter Communications	0	0
		Townsquare Media-KROC Mobile App	0	0
		Townsquare Media-KROC Digital Job Fair	0	0
		GlassDoor.com	1	0

1506918 Total			25	18
1602957	Sup, Cust Care Call Ctr -Resi	CableFax	0	0
		RecruitMilitary	0	0
		Internal	12	1
		Charter.com	0	0
		Direct Employers	0	0
		Internal Email to Current Employees	0	0
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Interculturual Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		GlassDoor.com	0	0
1602957 Total			12	1
1504736	Business Analyst-Process &Data	Company Recruiter	1	0
		Internal	14	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	0
		Indeed.com*	3	1
		Monster.com*	1	0
		GlassDoor.com	1	0
1504736 Total			21	1
1506310	Contact Ctr Wrkfrce Mgmt Admin	Internal	9	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
		Indeed.com*	2	0
		Monster.com*	1	0
		GlassDoor.com	0	0
1506310 Total			13	1
1505328	Mgr, Business Retention	CableFax	0	0
		Company Recruiter	1	0
		LinkedIn	1	0
		RecruitMilitary	0	0
		Internal	6	1
		Charter.com	1	0
		Direct Employers	0	0
		Multi-Channel News	0	0
		Indeed.com*	2	0

1505328	Mgr, Business Retention	GlassDoor.com	0	0
1505328 Total			11	1
1504763	Mgr, Service Delivery - LNP-OM	CableFax	0	0
		RecruitMilitary	0	0
		Internal	3	1
		Charter.com	0	0
		Direct Employers	0	0
		Multi-Channel News	0	0
		Indeed.com*	1	0
		GlassDoor.com	0	0
1504763 Total			4	1
1505224	Rep, Business Retention	Internal	22	8
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	3	0
		Indeed.com*	1	0
		GlassDoor.com	0	0
1505224 Total			27	8
1601563	Rep, Business Retention	Internal	20	4
		Charter.com	0	0
		Direct Employers	0	0
		GlassDoor.com	0	0
1601563 Total			20	4
1602708	Rep, Business Retention	CableFax	0	0
		LinkedIn	0	0
		RecruitMilitary	0	0
		Internal	12	0
		Charter.com	3	0
		Direct Employers	0	0
		Referral*	1	1
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Indeed.com*	3	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Interculturual Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		GlassDoor.com	0	0
1602708 Total			19	1
1506442	Rep, Inbound Business Sales	CableFax	0	0
		Company Recruiter	13	3

1506442	Rep, Inbound Business Sales	RecruitMilitary	0	0
		Internal	5	3
		Charter.com	5	0
		Direct Employers	0	0
		Referral*	7	1
		Multi-Channel News	0	0
		CareerBuilder.com*	1	0
		Indeed.com*	4	1
		GlassDoor.com	0	0
1506442 Total			35	8
1601229	Rep, Inbound Business Sales	CableFax	0	0
		Company Recruiter	3	0
		Facebook	0	0
		LinkedIn	1	0
		RecruitMilitary	0	0
		Internal	7	3
		Charter.com	5	2
		Direct Employers	0	0
		Referral*	9	2
		US Military Pipeline	0	0
		Craigs List	1	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Indeed.com*	2	0
		Google.com*	2	1
		Minnesotaworks.net	1	0
		Rochester Workforce Center	0	0
		Intercultural Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		Radio-iHeartRadio	0	0
		Houck Transit Advertising (Bus Ad)	0	0
		GlassDoor.com	0	0
1601229 Total			31	8
1602020	Rep, Inbound Business Sales	CableFax	0	0
		Company Recruiter	5	0
		RecruitMilitary	0	0
		Internal	5	0
		Charter.com	2	1
		Direct Employers	0	0
		Referral*	1	1
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0

1602020	Rep, Inbound Business Sales	Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Radio Ad-Townsquare Media	1	1
		Google.com*	1	1
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Interculturual Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		Career Event-Rochester Workforce Center Customer Service/F	0	0
		GlassDoor.com	0	0
1602020 Total			15	4
1602278	Rep, Inbound Business Sales	CableFax	0	0
		Company Recruiter	6	0
		LinkedIn	1	0
		RecruitMilitary	0	0
		Internal	6	2
		Charter.com	5	3
		Direct Employers	0	0
		Referral*	15	3
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Radio Ad-Townsquare Media	0	0
		Indeed.com*	3	1
		Google.com*	2	0
		Minnesotaworks.net	1	0
		Rochester Workforce Center	0	0
		Interculturual Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		TV (News Story KTTC)*	2	0
		GlassDoor.com	0	0
		Shop Rochester.org	0	0
1602278 Total			41	9
1603523	Rep, Inbound Business Sales	Company Recruiter	2	0
		LinkedIn	0	0
		Internal	3	0
		Charter.com	4	1
		Direct Employers	0	0
		Referral*	4	2
		US Military Pipeline	0	0

1603523	Rep, Inbound Business Sales	Craigs List	1	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Indeed.com*	4	1
		Google.com*	1	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Interculturual Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		GlassDoor.com	0	0
1603523 Total			19	4
1604168	Rep, Inbound Business Sales	CableFax	0	0
		Company Recruiter	2	0
		LinkedIn	0	0
		RecruitMilitary	0	0
		Internal	6	1
		Charter.com	6	0
		Direct Employers	0	0
		Referral*	5	1
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Indeed.com*	2	0
		Google.com*	2	1
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Interculturual Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		GlassDoor.com	0	0
1604168 Total			23	3
1604795	Rep, Inbound Business Sales	CableFax	0	0
		Company Recruiter	1	0
		RecruitMilitary	0	0
		Internal	2	1
		Charter.com	15	0
		Direct Employers	0	0
		Referral*	7	2
		Craigs List	1	0
		Multi-Channel News	0	0
		Indeed.com*	3	1

1604795	Rep, Inbound Business Sales	GlassDoor.com	0	0
1604795 Total			29	4
1603882	Sales Support Coordinator I	CableFax	0	0
		RecruitMilitary	0	0
		Internal	16	5
		Charter.com	6	0
		Direct Employers	0	0
		Referral*	5	1
		US Military Pipeline	0	0
		Craigs List	0	0
		Multi-Channel News	0	0
		Alliance of Chicanos, Hispanics and Latin Americans	0	0
		Radio Ad-Townsquare Media	1	0
		Indeed.com*	3	0
		Minnesotaworks.net	0	0
		Rochester Workforce Center	0	0
		Interculturual Mutual Assistance Association	0	0
		Minnesota School of Business	0	0
		Rochester Community & Technical College	0	0
		Rochester International Youth Organization	0	0
		Rochester Women's Shelter	0	0
		GlassDoor.com	0	0
1603882 Total			31	6
1504445	Service Delivery Trainer	Internal	13	1
		Charter.com	0	0
		Direct Employers	0	0
1504445 Total			13	1
1505358	Sup, Business Retention	CableFax	0	0
		LinkedIn	1	0
		RecruitMilitary	0	0
		Internal	14	1
		Charter.com	2	0
		Direct Employers	0	0
		Multi-Channel News	0	0
		Indeed.com*	1	0
		GlassDoor.com	0	0
1505358 Total			18	1
1507062	Sup, Inbound Business Sales	CableFax	0	0
		RecruitMilitary	0	0
		Internal	2	1
		Charter.com	0	0
		Direct Employers	0	0
		Multi-Channel News	0	0
		GlassDoor.com	0	0
1507062 Total			2	1
Grand Total			889	318

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Alliance of Chicanos, Hispanics, and Latin Americans	1504 13th Ave NE	Rochester, MN 55906	Miguel Valdez	507/398-8009	No	0
Apache Mall-Table Tents	110 North Wacker Dr	Chicago, IL 60606	Amy Closs	507-550-1110	No	1
Banner in front of Charter Building	5720 Bandel Rd NW	Rochester, MN 55901	Laura Percival	507/535-7879	No	2
Beyond.com*					No	1
Billboard (Fairway Outdoor Advertising)	1734 15th St NW Ste 3	Rochester, MN 55901	Angie SundeRich	507/288-1866	No	5
CableFax	4 Choke Cherry Road 2nd Floor	Rockville, MD 208	cablefax.com	301/354-2000	No	0
Career Event-Albert Lea Workforce Center	2200 Riverland Dr	Albert Lea, MN 56007	Jen Hauzer	507-369-1488	No	0
Career Event-Austin Workforce Center	1600 8 th Ave NW	Austin, MN 55912	Mike Weber	507-433-0555	No	0
Career Event-DAV (Disabled American Veterans)	20 West 12 Street, 3rd Floor	St. Paul, MN 55155		651-291-1212	No	0
Career Event-Faribault Workforce Center	201 S Lyndale Ave	Faribault, MN 55021	Michelle Breamer	507-333-2088	No	0
Career Event-Kasson Workforce Center	504 S Mantorville Ave	Kasson, MN 55944	Jen Hauzer	507-634-7380	No	1
Career Event-Maxability Task Force	200 1st St SW	Rochester, MN 55901	Guy Finne	507-284-2511	No	0
Career Event-Minnesota DECA College Fair & Expo	1001 S Marquette Ave	Minneapolis, MN 55403	Sonia Weiler	612-376-1000	No	0
Career Event-National American University	3906 East Frontage Road NW Hwy 52	Rochester, MN 55901		507-286-1650	No	1
Career Event-On-Site Charter Communications	5720 Bandel Rd NW	Rochester, MN 55901	Laura Percival	507-535-7879	No	2
Career Event-On-Site Spectrum Business	3605 Hwy 52 Building 005	Rochester, MN 55901	Kelly Hansen	507-258-4930	No	3
Career Event-Owatonna Workforce Center	1606 W 3rd St	Red Wing, MN 55066	Vicky Koehn	651/388-6481	No	0
Career Event-RCTC/Post Bulletin	851 30th Ave SE	Rochester, MN 55904	Sue Lovejoy	507/281-7492	No	0
Career Event-Red Wing Workforce Center	1606 W 3rd St	Red Wing, MN 55066	Vicky Koehn	651/388-6481	No	1
Career Event-Rochester Workforce Center Customer Service/Retail Job Fair	2070 College View Rd E	Rochester, MN 55901	Bruce Thompson	507/292-5174	No	2
Career Event-Southeast Technical College-Red Wing	308 Pioneer Rd	Red Wing, MN 55066	Carry Kline	651-385-6300	No	0
Career Event-Southeast Technical College-Winona	1250 Homer Rd	Winona, MN 55987	Robert Campbell	507-453-2700	No	1
Career Event-St. Mary's University Job Fair	700 Terrace Heights	Winona, MN 55987	Mike Haggarty	507-457-6695	No	0
Career Event-STEM	220 South Broadway Ste 100	Rochester, MN 55904	Kaylie McGregor	507-424-5678	No	0
Career Event-Stewartville Area Chamber of Commerce	207 North Main Street	Stewartville, MN 55976	Gwen Ravenhorst	507-533-6006	No	0
Career Event-Wabasha Workforce Center	222 W Main St	Wabasha, MN 55981	Shelly Meyer	651/565-2635	No	0
Career Event-Winona Workforce Center	1250 Homer Rd #200	Winona, MN 55987	Linda Arnoldy	507/205-6060	No	0
Career Event-Work Skills Challenge Day	801 Frontage Road NW	Byron, MN 55920		507-775-2037	No	0
Career Event-Zumbrota Public Library	100 West Ave	Zumbrota, MN 55992	May Alberston	507-732-5211	No	0
CareerBuilder.com*					No	3
Charter Chat - Employee Newsletter	5720 Bandel Rd NW	Rochester, MN 55901	Laura Percival	507/535-7879	No	0
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	145
Company Recruiter	5720 Bandel Rd NW	Rochester, MN 55901	Laura Percival	507-535-7879	No	44
Craigs List	1382 9th Ave	San Francisco, CA 94122	Jim Buckmaster	415-566-6394	No	5
DirectEmployer Association	9002 N. Purdue Rd., Ste. 100	Indianapolis, IN 46228	directemployers.org	317-874-9000	No	0
Facebook	1601 Willow Rd	Meno Park, CA 94025	NA	650-543-4800	No	2
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	2
Google.com*					No	33
Houck Transit Advertising (Bus Ad)	4610 Milton St. N	St. Paul, MN 55126	John Young	800-777-7290	No	0
Indeed.com*					No	94
Intercultural Mutual Assistance Association	2500 Valleyhigh Dr NW	Rochester, MN 55901	Ahmed Osman	507/289-5960	No	0
Internal	5720 Bandel Rd NW	Rochester, MN 55901	Laura Percival	507-535-7879	No	246
Internal Email to all Current Employees	5720 Bandel Rd NW	Rochester, MN 55901	Laura Percival	507/535-7879	No	0
JobsHQ-Geo Fencing	2760 North Service Dr	Red Wing, MN 55066	Rick Harding	651-319-4534	No	0
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	5
Maxibility Task Force	200 1st St SW	Rochester, MN 55901	Guy Finne	507-284-2511	No	0
Minnesota School of Business	2521 Pennington Dr NW	Rochester, MN 55901	Charles Martinson	507/535-8050	No	0
Minnesotaworks.net	1St National Bank Building 332 Minnesota Street Ste E200	Saint Paul, MN 55101	NA	651-259-7114	No	3
Monster.com*					No	4
MultiChannel News	28 E. 28th St., 12th Floor	New York, N.Y. 10016	multichannel.com	(917) 281-4700	No	0
Post Bulletin 507 Magazine	18 1st Ave SE PO Box 6118	Rochester, MN 55903	Danielle Hanson	507/281-7475	No	0
Post Bulletin New Resident Guide	18 1st Ave SE PO Box 6118	Rochester, MN 55903	Danielle Hanson	507/281-7475	No	0
Post Bulletin Newspaper	18 1st Ave SE PO Box 6118	Rochester, MN 55903	Danielle Hanson	507/281-7475	No	6
Post Bulletin Online	18 1st Ave SE PO Box 6118	Rochester, MN 55903	Danielle Hanson	507/281-7475	No	1
Post Bulletin Welcome Magazine	18 1st Ave SE PO Box 6118	Rochester, MN 55903	Danielle Hanson	507/281-7475	No	0
Radio Ad-Minnesota 97.5	305 Alliance Place NE	Rochester, MN 55906	Mike Quiggle	507-285-5697	No	2
Radio Ad-Pandora*					No	1
Radio Ad-Pulse FM	305 Alliance Place NE	Rochester, MN 55906	Mike Quiggle	507-285-5697	No	1
Radio Ad-Townsquare Media	122 4th St SW	Rochester, MN 55902	Terry Lee	507/286-1010	No	15
Radio-iHeartRadio	200 E Basse Road	San Antonio, TX 78209		951-684-1991	No	0
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	0
Red Wing Chamber of Commerce	435 Main St	Red Wing, MN 55066	Patty Brown	651-388-5685	No	0
Red Wing Chamber of Commerce Business Expo	406 Main St	Red Wing, MN 55066	Patty Brown	800-252-1875	No	0
Referral*					No	248
Rochester Community and Technical College	855 30th Ave SE	Rochester, MN 55904	Rose Conway	507/285-7260	No	0
Rochester International Youth Organization	1405 Marion Rd SE Ste 105 PO Box 8456	Rochester, MN 55903	Mustafa Sharif	507/271-9254	No	0

Rochester Women's Shelter	PO Box 457	Rochester, MN 55903	Suzie Christenson	507/285-1010	No	0
Rochester Workforce Center	2070 College View Rd E	Rochester, MN 55901	Bruce Thompson	507/292-5174	No	3
Shop Rochester.org		Rochester, MN 55901	greg@shoprochester.org		No	0
Townsquare Media-KROC Digital Job Fair	122 4th St SW	Rochester, MN 55902	Terry Lee	507/286-1010	No	0
Townsquare Media-KROC Mobile App	122 4th St SW	Rochester, MN 55902	Terry Lee	507/286-1010	No	0
TV (KAAL News Story)	1320 Salem Rd. SW	Rochester, MN 55902		507-288-7555	No	0
TV (News Story KTTC)*	6301 Bandel Rd NW	Rochester, MN 55901	Jerry Watson	507/280-5125	No	5
Twitter	1355 Market Street Suite 900	San Francisco, CA 94103			No	0
US Military Pipeline					No	0
Yahoo.com*					No	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.
4	Employee Referral Program	Ongoing	This program encourages referrals by our employees. If an employee refers a new hire to the Inbound Business Sales or Customer Relations Coordinator-Video Repair position and meet all the criteria, they can receive a financial payout.
5	Weekly Onsite Career Events	Weekly	On-site Career Events are held every Tuesday to attract local candidates. This event allows applicant's to complete most of the hiring process during this event.
6	Career Event - Post Bulletin (Hosted at RCTC)	5/3/2016	This is a Rochester wide community Career Event that is sponsored by the Post Bulletin newspaper and key sponsors. We participate by having a booth where candidates interested in career opportunities can learn more about our organization and investigate
7	Career Event - Workforce Centers	Ongoing	Weekly Career Events are held at the following Workforce Centers: Red Wing, Rochester, Kasson, Faribault, Austin, Albert Lea, Wabasha, and Winona. They are schedule on days when the specific location has their unemployment education session, so we can meet with candidates who are apply
8	Rochester Workforce Center Job Search Class	Ongoing	Recruiting Manager attends job search class to share her career path as well as provides information about career opportunities at the Charter locations in Rochester and Charter as a whole.
9	Rochester Workforce Center Customer Service Class	Quarterly	Recruiting Manager attends customer service class to share qualities Charter looks for in applicants, covers details of the training class in detail, and champions long term career opportunities with Charter.
10	Meet w/Workforce Center Youth Counselors	Ongoing	The Workforce Center Youth Counselors assist the 16-24 year olds with career options, Interviewing skills, education etc. Recruiting Manager partners with counselors to make sure recruiting efforts align with our youth.
11	MaxAbility Task Force Events/Team	Ongoing	The MaxAbility was established to assist, educate, and investigate options that help our disabled population find employment by introducing them to various employment options, educate them on skills required and build partnerships with employer's.
12	Veterans of America	Ongoing	Partner with Veterans of America, the Workforce Development Veteran's Contact, and MACV(Minnesota Assistance Council for Veterans) to keep current on employee needs for the Veteran's in our community.
13	Opportunity Services	Ongoing	Partner with Opportunity Services on candidates within their network that would be a good fit for Charter. Also, continues to educate them on where learning gaps may be and how to minimize those gaps.
14	Olmsted, Goodhue, Mower, Steele, Winona County High Schools/Tech Schools	Ongoing	Partner with High School Counselors on options for students to education them on career paths and employment options. Also, partner with Workforce Development/Education Director on activities at the local high schools that promote business and careers

15	Work Skills Challenge Day	Ongoing	Trains youth with disabilities to effectively interview and provide a basic knowledge of appropriate business interaction. This event is run by Region 10 Low Incidence Projects.
16	Career Event-Rochester Workforce Center Customer Service/Retail Job Fair	9/17/2015, 2/25/2016	Career Events hosted by the Rochester Workforce Center. These career events focus on positions that are in the retail or customer service industry. These events are open to students and the general public.
17	Career Event-STEM	11/17/2015	This career event is targeted to school-aged youth and highlights careers and higher education courses that involve science, technology, engineering and math. Students are able to interact with the different employers and institutions and each booth has a related activity for the students to participate in.