

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 12403 - CM Stearns Cnty MN

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

Total Number of Full-Time Vacancies Filled During This Period: 3
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 10

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

FULL-TIME VACANCIES FILLED

State MN
FCC Unit 12403 - CM Stearns Cnty MN

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1504458	Account Executive	CableFax	0	0
		Glassdoor	0	0
		LinkedIn	2	0
		RecruitMilitary	0	0
		Internal	1	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
		Multi-Channel News	0	0
		Urban League of Minneapolis	0	0
		St. Cloud University	0	0
		Ridgewater College	0	0
		University of Minnesota	0	0
1504458 Total			4	1
1505114	Account Executive	CableFax	0	0
		Glassdoor	0	0
		LinkedIn	0	0
		RecruitMilitary	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	4	1

1505114	Account Executive	Multi-Channel News	0	0
		St. Cloud University	0	0
		University of Minnesota	0	0
1505114 Total			4	1
1601729	Media Marketing Rep	CableFax	0	0
		Glassdoor	0	0
		LinkedIn	0	0
		RecruitMilitary	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	2	1
		Multi-Channel News	0	0
		The College of St. Scholastica	0	0
		University of Minnesota-Duluth	0	0
		Lake Superior State College	0	0
		Northwood University Michigan Career Expo	0	0
		Southeast Missouri State University Spring Career Fair	0	0
		Ranken Technical College Job Fair	0	0
		The University of Alabama Career Fair	0	0
1601729 Total			2	1
Grand Total			10	3

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	2
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	0
Internal					No	1
Referral*					No	7
CableFax			cablefax.com		No	0
Multi-Channel News			multichannel.com		No	0
Urban League of Minneapolis	2100 Plymouth Ave. North	Minneapolis, MN 55411		612-302-3136	No	0
St. Cloud University	720 4th Avenue South	St. Cloud, MN 56301	Nancy Michael	320-308-3932	No	0
Ridgewater College	2101 15th Avenue NW	Willmar, MN 56201	Career Services	320-222-5200	No	0
University of Minnesota	321 19th Avenue South	Minneapolis, MN 55455	Career Center	612-625-0027	No	0
The College of St. Scholastica	1200 Kenwood Ave.	Duluth, MN 55811	Career Services	218-723-6085	No	0
University of Minnesota-Duluth	1049 Univesity Drive	Duluth, MN 55812	Career Services		No	0
Lake Superior State College	2101 Trinity Rd.	Duluth, MN 55811	Career Services	218-733-7717	No	0
Northwood University Michigan Career Expo	4000 Whiting Dr.	Midland, MI 48640	Career Services	989-837-4335	No	0
Southeast Missouri State University Spring Career Fair	1 University Plaza	Cape Girardeau, MO 63701	Daniel Presson	573-651-2583	No	0
Ranken Technical College Job Fair	4431 Finney Ave.	St. Louis, MO 63113	Janie Summers	314-286-3665	No	0
The University of Alabama Career Fair	Box 8702963	Tuscaloosa, AL 35487	Career Center	205-348-5848	No	0

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

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

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	Tuition Reimbursement	Ongoing	Charter Communications has a tuition reimbursement program where employees can take college courses to enhance their skills to better prepare them for their current jobs and/or advanced positions.
2	Training Programs for All Employees	Ongoing	Charter Communications requires new employees complete training on the following topics: fostering mutual respect in the workplace, Charter's Code of Conduct, information security, privacy, records and information management, timekeeping, and performance management.
3	Training Programs for Management-Level Employees	Ongoing	Employees at the supervisor level and above can participate in a variety of training programs devised to assist with leadership development and policy administration skills. Offerings provided at various times during this plan year included Civil Treatment for Leaders, Communicating for Leadership Success, Coaching for Peak Performance, Interviewing and Selection, Planning and Delegation, and High Performing Teams. Charter also offers a robust training offering on an electronic learning platform. These electronic courses span a variety of topics, including communication, presentation, time management, managing change, project management, treating employees fairly, and software skills.
4	Lynda.com Training	Ongoing	Online courses for creative services staff to increase their knowledge and skills
5	PSS Training	10/28/2015	Sales training designed to increase sales executives knowledge of tactics
6	Spectrum Selling	8/24/2016	Sales training designed for sales staff on selling our products
7	Digital Sales Accelerator Training	Ongoing	Training designed to explore current digital landscape and digital sales
8	Northwood University Michigan Career Expo	2/17/2016	Career Fair
9	Southeast Missouri State University Spring Career Fair	2/25/2016	Career Fair
10	Ranken Technical College Job Fair	3/3/2016	Career Fair
11	The University of Alabama Career Fair	3/24/2016	Career Fair