

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 12559 - OPS Blue Earth Cnty MN

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

Total Number of Full-Time Vacancies Filled During This Period: 13  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 27

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

### FULL-TIME VACANCIES FILLED

State MN  
FCC Unit 12559 - OPS Blue Earth Cnty MN

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1503622	Broadband Installer	CareerBuilder.com	1	0
		GlassDoor	1	1
		RecruitMilitary	0	0
		TV Ad	0	0
		Charter.com	4	2
		Direct Employers	0	0
		Minnesotaworks.net	1	0
		Indeed*	1	1
		Google*	1	0
<b>1503622 Total</b>			<b>9</b>	<b>4</b>
1504940	Broadband Installer	RecruitMilitary	0	0
		TV Ad	0	0
		Direct Employers	0	0
		Minnesotaworks.net	2	1
		Google*	1	1
<b>1504940 Total</b>			<b>3</b>	<b>2</b>
1603010	Broadband Installer	CableFax	0	0
		RecruitMilitary	0	0
		Charter.com	1	1
		Direct Employers	0	0
		Minnesotaworks.net	1	1
<b>1603010 Total</b>			<b>2</b>	<b>2</b>
1602346	CB Broadband Technician	RecruitMilitary	0	0

1602346	CB Broadband Technician	Charter.com	1	1
		Direct Employers	0	0
<b>1602346 Total</b>			<b>1</b>	<b>1</b>
1505264	Network Technician	LinkedIn	1	0
		Internal	1	0
		Direct Employers	0	0
		Referral*	1	0
		Monster*	1	1
<b>1505264 Total</b>			<b>4</b>	<b>1</b>
1506767	System Technician I	Internal	2	1
		Direct Employers	0	0
<b>1506767 Total</b>			<b>2</b>	<b>1</b>
1507087	System Technician I	Internal	1	0
		Direct Employers	0	0
		Referral*	3	1
<b>1507087 Total</b>			<b>4</b>	<b>1</b>
1507265	System Technician I	Internal	1	0
		Direct Employers	0	0
		Referral*	1	1
<b>1507265 Total</b>			<b>2</b>	<b>1</b>
Grand Total			27	13

**RECRUITMENT SOURCE LIST**

<b>Name of Recruitment Source</b>	<b>Street Address</b>	<b>City, State, Zip</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Entitled to Notification?</b>	<b>Total Number of Referrals</b>
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	6
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	0
GlassDoor.com*	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	1
Careerbuilder.com*	200 N. LaSelle Street	Chicago, IL. 60601	Careerbuilder.com	770-349-2400	No	1
Minnesotaworks.net*	322 Minnesota Street Suite E-200	St. Paul, MN. 53101	Minnesotaworks.net	651-259-7114	No	4
Google*	1600 Amphitheater Parkway	Mountain View, CA. 94043	Google.com	650-253-0000	No	2
Indeed.com*	177 Broad Street, 6th Floor	Stamford, CT. 06901	Indeed.com	203-328-2691	No	1
CableFax	9211 Corporate BLVD 4th floor	Rockville, MA	cablefax.com/jobs	860-437-5700	No	0
Internal	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	5
TV Ad	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	0
Monster*					No	1
LinkedIn*					No	1
Referral*					No	5

\* 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	Spectrum Reach	Ongoing	Spectrum Reach marketing, has created and disseminated various recruitment television advertising within our markets throughout this reporting period. These communications were designed to distribute employment opportunities to job candidates who might not otherwise be unaware of our opportunities.
5	Training & Career Progression for Technicians	Ongoing	The Charter Career Progression Program for Broadband/Maintenance Technicians that offers our technicians a well-defined opportunity for job and salary advancement. The program outlines a structured career path and provides an environment in which they are recognized for their craftsmanship and 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 talent to Charter by providing those individuals with a competitive compensation structure and formal career path.

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

Total Number of Full-Time Vacancies Filled During This Period: 4  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 9

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

### FULL-TIME VACANCIES FILLED

State MN  
FCC Unit 12559 - OPS Blue Earth Cnty MN

Req #	Job Title	Source	Interviewees Referred	Number	
				Hired	
1506473	Direct Sales Rep	Indeed	2	1	
		Direct Employers	0	0	
<b>1506473 Total</b>			<b>2</b>	<b>1</b>	
1601834	Direct Sales Rep	GlassDoor	1	0	
		Indeed	1	1	
		Direct Employers	0	0	
<b>1601834 Total</b>			<b>2</b>	<b>1</b>	
1603084	Direct Sales Rep	GlassDoor	1	0	
		Indeed	1	0	
		Other - please specify below	2	1	
		Direct Employers	0	0	
<b>1603084 Total</b>			<b>4</b>	<b>1</b>	
1506985	Sup, Direct Sales I-SFU	Direct Employers	0	0	
		Referral*	1	1	
<b>1506985 Total</b>			<b>1</b>	<b>1</b>	
<b>Grand Total</b>			<b>9</b>	<b>4</b>	

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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	2
MN Works						1
Indeed*						4
Employee Referral						1

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