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 12367 - COE St. Louis Cnty MO

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

Total Number of Full-Time Vacancies Filled During This Period: 444

Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 960

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

FULL-TIME VACANCIES FILLED

State MO

FCC Unit 12367 - COE St. Louis Cnty MO

				Number
Req#	Job Title	Source	Interviewees Referred	Hired
1506102	Administrative Assistant III	GlassDoor	2	0
		Local Job Network	1	1
		Simply Hired	1	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	2	0
		jobs.mo.gov	0	0
		TV News	1	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and		
		Reserve Committee)	0	0
1506102 Total			7	1
1602810	Assoc Technical Specialist	Internal	3	1
		Charter.com	0	0
		Direct Employers	0	0
		jobs.mo.gov Page 1	0	0

1602810	Assoc Technical Specialist	Ranken Technical College	0	0
	·	National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and	•	
		Reserve Committee)	0	0
1602810 Total		·	3	1
1604535	Assoc Technical Specialist	Internal	4	0
	·	Charter.com	0	0
		Direct Employers	0	0
		jobs.mo.gov	0	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and	•	
		Reserve Committee)	0	0
1604535 Total		,	4	0
1504844	Business Analyst-Ops	Charter.com	1	0
		Direct Employers	0	0
		jobs.mo.gov	0	0
		Indeed.com	4	1
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and		
		Reserve Committee)	0	0
1504844 Total			5	1
1504901	Communication Desk Lead	Internal	5	1
		Charter.com	0	0
		Direct Employers	0	0
		jobs.mo.gov	0	0
		Ranken Technical College	0	0
		National American University	0	0
		Page 2		

1504901	Communication Desk Lead	St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and	0	0
1504901 Total		Reserve Committee)	0 5	0 1
1504901 Total		Internal	<u>5</u> 11	1
1507002	Communication Desk Specialist	Direct Employers	0	0
1507002 Total		Bilect Employers	11	1
1602168	Communication Desk Specialist	Internal		1
1002100	Communication Book Openanor	Direct Employers	0	0
1602168 Total			1	1
1602655	Communication Desk Specialist	Internal	2	2
		Direct Employers	0	0
1602655 Total			2	2
1602664	Communication Desk Specialist	Internal	1	1
	·	Direct Employers	0	0
1602664 Total			1	1
1603730	Communication Desk Specialist	Internal	7	1
		Direct Employers	0	0
1603730 Total			7	1
1604526	Communication Desk Specialist	Internal	2	2
		Direct Employers	0	0
1604526 Total			2	2
1602429	Contact Ctr Wrkfrce Mgmt Admin	Internal	3	1
		Charter.com	0	0
		Direct Employers	0	0
		jobs.mo.gov	0	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family	0	0
		Support Division / Rehabilitation Services for the Blind Harris Stowe University	0	0 0
		MOESGR (The Missouri Employer Support of the Guard and	U	U
		Reserve Committee)	0	0
1602429 Total		reserve committee)	3	1
1501690	Curriculum Developer	LinkedIn	1	0
.001000	2 2 0 1010poi	Internal	5	3
		Charter.com	0	0
		Direct Employers	0	0
		Page 3	· ·	-

1501690	Curriculum Developer	Referral*	4	1
		jobs.mo.gov	0	0
		Smart Match*	1	0
		Indeed.com	5	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family	O .	Ū
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and	O	U
		Reserve Committee)	0	0
1501690 Total		reserve committee)	16	4
1505814	Curriculum Developer	CareerBuilder.com	10	0
1505614	Cumculum Developei	Company Recruiter	1	
		GlassDoor	ا و	0
			3	0
		Google LinkedIn	1	0
		Internal	1	0
			4	0
		Charter.com	2	1
		Direct Employers	0	0
		jobs.mo.gov	0	0
		Beyond.com*	1	0
		Indeed.com	3	0
		Ranken Technical College	1	1
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and		
		Reserve Committee)	0	0
1505814 Total			18	2
1601147	Curriculum Developer	GlassDoor	1	0
		LinkedIn	1	0
		Internal	1	1
		Charter.com	1	0
		Direct Employers	0	0
		jobs.mo.gov	0	0
		Indeed.com	3	0
		Ranken Technical College	1	0
		National American University	0	0
		Page 4		

1601147	Curriculum Developer	St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family	0	0
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and	0	0
4C04447 Total		Reserve Committee)	0	0
1601147 Total		Charter.com	8	1
1601222	Cust Rel Coord-Internet/Phone		14	11
		Direct Employers Referral*	0	0
			12	8
		jobs.mo.gov	0	0
		Indeed.com	2	2
		TV News	3	2
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and		
		Reserve Committee)	0	0
			0.4	00
1601222 Total		Coogle	31	23
1601222 Total 1601438	Cust Rel Coord-Internet/Phone	Google	1	1
		Internal	1 1	1 0
		Internal Charter.com	1 1 12	1 0 6
		Internal Charter.com Direct Employers	1 1 12 0	1 0 6 0
		Internal Charter.com Direct Employers Referral*	1 1 12 0 21	1 0 6 0 11
		Internal Charter.com Direct Employers Referral* Craigslist.com	1 1 12 0 21 1	1 0 6 0
		Internal Charter.com Direct Employers Referral* Craigslist.com Macys Call Center Onsite Job Fair	1 1 12 0 21 1 3	1 0 6 0 11 0
		Internal Charter.com Direct Employers Referral* Craigslist.com Macys Call Center Onsite Job Fair jobs.mo.gov	1 1 12 0 21 1 3 0	1 0 6 0 11
		Internal Charter.com Direct Employers Referral* Craigslist.com Macys Call Center Onsite Job Fair jobs.mo.gov Facebook Job Post	1 1 12 0 21 1 3 0 2	1 0 6 0 11 0 1
		Internal Charter.com Direct Employers Referral* Craigslist.com Macys Call Center Onsite Job Fair jobs.mo.gov Facebook Job Post Indeed.com	1 1 12 0 21 1 3 0 2 7	1 0 6 0 11 0 1 0
		Internal Charter.com Direct Employers Referral* Craigslist.com Macys Call Center Onsite Job Fair jobs.mo.gov Facebook Job Post Indeed.com TV News	1 1 12 0 21 1 3 0 2 7	1 0 6 0 11 0 1 0 1 0 2
		Internal Charter.com Direct Employers Referral* Craigslist.com Macys Call Center Onsite Job Fair jobs.mo.gov Facebook Job Post Indeed.com TV News Ranken Technical College	1 1 12 0 21 1 3 0 2 7 2	1 0 6 0 11 0 1 0 1 0 2
		Internal Charter.com Direct Employers Referral* Craigslist.com Macys Call Center Onsite Job Fair jobs.mo.gov Facebook Job Post Indeed.com TV News Ranken Technical College National American University	1 1 12 0 21 1 3 0 2 7 2 0 0	1 0 6 0 11 0 1 0 1 0 2 0
		Internal Charter.com Direct Employers Referral* Craigslist.com Macys Call Center Onsite Job Fair jobs.mo.gov Facebook Job Post Indeed.com TV News Ranken Technical College National American University St. Charles Community College	1 1 12 0 21 1 3 0 2 7 2 0 0	1 0 6 0 11 0 1 0 1 0 2 0 0
		Internal Charter.com Direct Employers Referral* Craigslist.com Macys Call Center Onsite Job Fair jobs.mo.gov Facebook Job Post Indeed.com TV News Ranken Technical College National American University St. Charles Community College Vatterott College	1 1 12 0 21 1 3 0 2 7 2 0 0	1 0 6 0 11 0 1 0 1 0 2 0
		Internal Charter.com Direct Employers Referral* Craigslist.com Macys Call Center Onsite Job Fair jobs.mo.gov Facebook Job Post Indeed.com TV News Ranken Technical College National American University St. Charles Community College Vatterott College State of Missouri Department of Social Services Family	1 1 12 0 21 1 3 0 2 7 2 0 0 0	1 0 6 0 11 0 1 0 2 0 0
		Internal Charter.com Direct Employers Referral* Craigslist.com Macys Call Center Onsite Job Fair jobs.mo.gov Facebook Job Post Indeed.com TV News Ranken Technical College National American University St. Charles Community College Vatterott College State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind	1 1 12 0 21 1 3 0 2 7 2 0 0 0 0	1 0 6 0 11 0 1 0 2 0 0 0
		Internal Charter.com Direct Employers Referral* Craigslist.com Macys Call Center Onsite Job Fair jobs.mo.gov Facebook Job Post Indeed.com TV News Ranken Technical College National American University St. Charles Community College Vatterott College State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind Harris Stowe University	1 1 12 0 21 1 3 0 2 7 2 0 0 0	1 0 6 0 11 0 1 0 2 0 0
		Internal Charter.com Direct Employers Referral* Craigslist.com Macys Call Center Onsite Job Fair jobs.mo.gov Facebook Job Post Indeed.com TV News Ranken Technical College National American University St. Charles Community College Vatterott College State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind	1 1 12 0 21 1 3 0 2 7 2 0 0 0 0	1 0 6 0 11 0 1 0 2 0 0 0

1601438 Total			50	22
1601766	Cust Rel Coord-Internet/Phone	Company Recruiter	2	2
		Internal	2	1
		Charter.com	25	13
		Direct Employers	0	0
		Referral*	19	12
		Craigslist.com	1	1
		Macys Call Center Onsite Job Fair	2	0
		jobs.mo.gov	1	0
		Charter Hosted Job Fair	2	0
		Facebook Job Post	1	0
		Indeed.com	10	1
		TV News	3	1
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and		
		Reserve Committee)	0	0
1601766 Total		·	68	31
1602300	Cust Rel Coord-Internet/Phone	Internal	4	3
		Charter.com	5	3
		Direct Employers	0	0
		Referral*	3	2
		Macys Call Center Onsite Job Fair	3	3
		jobs.mo.gov	0	0
		Missouri Career Center	1	1
		Indeed.com	9	8
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and		
		Reserve Committee)	0	0
1602300 Total		·	25	20
1602436	Cust Rel Coord-Internet/Phone	Company Recruiter	1	1
		Google	1	0
		Charter.com	13	9
		Page 6		

1602436	Cust Rel Coord-Internet/Phone	Direct Employers	0	0
		Referral*	17	7
		ASU – SCMA Career Fair*	1	1
		jobs.mo.gov	0	0
		Charter Hosted Job Fair	1	1
		Facebook Job Post	1	0
		Indeed.com	3	1
		TV News	1	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and		
		Reserve Committee)	0	0
1602436 Total			39	20
1602821	Cust Rel Coord-Internet/Phone	Company Recruiter	1	0
		GlassDoor	1	1
		Google	2	0
		RecruitMilitary	1	0
		Charter.com	8	5
		Direct Employers	0	0
		Referral*	12	9
		Craigslist.com	1	0
		_	•	
		jobs.mo.gov Facebook Job Post	0	0
			4	4
		Indeed.com	4	1
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and		
		Reserve Committee)	0	0
1602821 Total			34	20
1602924	Cust Rel Coord-Internet/Phone	Company Recruiter	1	1
		RecruitMilitary	1	1
		Charter.com	11	6
		Direct Employers	0	0
		Referral*	7	2
		Page 7		

1602924	Cust Rel Coord-Internet/Phone	Craigslist.com	3	3
		jobs.mo.gov	0	0
		Facebook Job Post	1	0
		Indeed.com	4	1
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family	•	
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and	O	O
		Reserve Committee)	0	0
1602924 Total	1	Neserve Committee)	28	0 14
1603115	Cust Rel Coord-Internet/Phone	Company Recruiter	26	14
1003113	Cust Rei Coord-internet/Priorie			1
		Google	5	3
		Local Job Network	1	1
		Yahoo	1	1
		Internal	2	0
		Charter.com	15	7
		Direct Employers	0	0
		Referral*	20	11
		Craigslist.com	1	1
		jobs.mo.gov	0	0
		Facebook Job Post	1	0
		ITT Tech	2	2
		Indeed.com	13	10
		TV News	1	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family	-	
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and	O	Ü
		Reserve Committee)	0	0
1603115 Total		10001VC Committee)	64	37
1604530	Cust Rel Coord-Internet/Phone	CareerBuilder.com	1	1
1004000	Oust Net Ooold Internet/Frione	Internal	1	1
		Charter.com	7	1 1
		Direct Employers	-	4
		Referral*	0	0
			20	7
		jobs.mo.gov Page 8	0	0
		1 440 0		

1601989 Customer Support Lead Internal Direct Employers 1602773 Customer Support Lead Internal Direct Employers 1602773 Total 1602816 Customer Support Lead Internal Direct Employers 1602816 Total 1603178 Customer Support Lead Internal Direct Employers 1603178 Total 1603370 Customer Support Lead Internal Direct Employers	7	7	ndeed.com	Cust Rel Coord-Internet/Phone	1604530
St. Charles Community College Vatterott College Vatterott College Vatterott College State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind Harris Stowe University MCESGR (The Missouri Employer Support of the Guard and Reserve Committee) 1604530 Total 1601889 Customer Support Lead Internal Direct Employers 1601989 Total 1602773 Customer Support Lead Direct Employers 1602773 Total 1602773 Total 1602816 Customer Support Lead Internal Direct Employers 1603178 Customer Support Lead Internal Direct Employers 1603178 Total 1603370 Customer Support Lead Internal Direct Employers 1603370 Total 1604281 Customer Support Lead Internal Direct Employers 1604281 Customer Support Lead Internal Direct Employers 1604281 Total 1504033 Design Specialist Internal Charter.com Direct Employers 1604281 Total 1504033 Design Specialist Internal Charter.com Direct Employers 1604281 Total 1504034 Amalian	0	0	Ranken Technical College		
Vaterort College State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind Harris Stowe University MOESCR (The Missouri Employer Support of the Guard and Reserve Committee) 1604530 Total 1601989	0	0	lational American University		
State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind Harris Stowe University MOESGR (The Missouri Employer Support of the Guard and Reserve Committee) 1604530 Total 1601989	0	0	St. Charles Community College		
Support Division / Rehabilitation Services for the Blind Harris Stowe University MOESGR (The Missouri Employer Support of the Guard and Reserve Committee) 1604530 Total 1601989 Customer Support Lead Internal Direct Employers 1601989 Total 1602773 Customer Support Lead Internal Direct Employers 1602773 Total 1602773 Total 1602816 Customer Support Lead Internal Direct Employers 1602816 Total 1603178 Customer Support Lead Internal Direct Employers 1603178 Total 1603370 Customer Support Lead Internal Direct Employers 1603370 Customer Support Lead Internal Direct Employers 1604281 Customer Support Lead Internal Direct Employers 1604281 Total 1504033 Design Specialist Internal Charter.com Direct Employers 1604281 Total 1504033 Period Specialist Internal Charter.com Direct Employers Referral* jobs.mo.gov Ranken Technical College National American University St. Charles Community College Vatterott College State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind Harris Stowe University	0	0	/atterott College		
Harris Stowe University MOESGR (The Missouri Employer Support of the Guard and Reserve Committee) 1604530 Total 1601989			State of Missouri Department of Social Services Family		
MOESGR (The Missouri Employer Support of the Guard and Reserve Committee)	0	0	Support Division / Rehabilitation Services for the Blind		
Reserve Committee 1604530 Total	0	0	larris Stowe University		
1604530 Total 1601989 Customer Support Lead Internal Direct Employers 1602773 Customer Support Lead Internal Direct Employers 1602773 Total 1602816 Customer Support Lead Internal Direct Employers 1602816 Customer Support Lead Internal Direct Employers 1603178 Customer Support Lead Internal Direct Employers 1603178 Total 1603370 Customer Support Lead Internal Direct Employers 1603370 Customer Support Lead Internal Direct Employers 1604281 Customer Support Lead Internal Direct Employers 1604281 Customer Support Lead Internal Direct Employers 1604281 Total 1504033 Design Specialist Internal Charter.com Direct Employers Referral jobs.mo.gov Ranken Technical College National American University St. Charles Community College Vaterott College State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind Harris Stowe University Support Division / Rehabilitation Services for the Blind Harris Stowe University Support Division / Rehabilitation Services for the Blind Harris Stowe University Support Division / Rehabilitation Services for the Blind Harris Stowe University Support Division / Rehabilitation Services for the Services fo			MOESGR (The Missouri Employer Support of the Guard and		
Internal Direct Employers Internal Direct Employers	0	0	Reserve Committee)		
Total Tota	36	36 1			1604530 Total
1601989 Total 1602773 Customer Support Lead Internal Direct Employers	17	17	nternal	Customer Support Lead	1601989
Internal Direct Employers	0	0	Direct Employers		
Direct Employers	17	17			1601989 Total
1602816 Customer Support Lead Internal Direct Employers	1	1	nternal	Customer Support Lead	1602773
1602816 Customer Support Lead Internal Direct Employers	0	0	Direct Employers		
Direct Employers Direct Employers	1	1			1602773 Total
1603178 Customer Support Lead Internal Direct Employers	8	8	nternal	Customer Support Lead	1602816
Internal Direct Employers	0	0	Direct Employers		
Direct Employers 1603178 Total 1603370 Customer Support Lead Internal Direct Employers 1603370 Total 1604281 Customer Support Lead Internal Direct Employers 1604281 Total 1504033 Design Specialist Internal Charter.com Direct Employers 1604281 Total 1604281	8	8			1602816 Total
1603370 Customer Support Lead Internal Direct Employers 1603370 Total 1604281 Customer Support Lead Internal Direct Employers 1604281 Total 1504033 Design Specialist Internal Charter.com Direct Employers Referral* jobs.mo.gov Ranken Technical College National American University St. Charles Community College Vatterott College State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind Harris Stowe University	4	4	nternal	Customer Support Lead	1603178
1603370 Customer Support Lead Internal Direct Employers 1604281 Customer Support Lead Internal Direct Employers 1604281 Total 1504033 Design Specialist Internal Charter.com Direct Employers Referral* jobs.mo.gov Ranken Technical College National American University St. Charles Community College Vatterott College State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind Harris Stowe University	0	0	Direct Employers		
1603370 Total 1604281 Customer Support Lead Internal Direct Employers 1604281 Total 1504033 Design Specialist Internal Charter.com Direct Employers Referral* jobs.mo.gov Ranken Technical College National American University St. Charles Community College Vatterott College State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind Harris Stowe University	4	4			1603178 Total
1604281 Customer Support Lead Internal Direct Employers 1604281 Total 1504033 Design Specialist Internal Charter.com Direct Employers Referral* jobs.mo.gov Ranken Technical College National American University St. Charles Community College Vatterott College State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind Harris Stowe University	22	22	nternal	Customer Support Lead	1603370
1604281 Customer Support Lead Internal Direct Employers 1604281 Total 1504033 Design Specialist Internal Charter.com Direct Employers Referral* jobs.mo.gov Ranken Technical College National American University St. Charles Community College Vatterott College State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind Harris Stowe University	0	0	Direct Employers		
Direct Employers 1504033 Design Specialist Internal Charter.com Direct Employers Referral* jobs.mo.gov Ranken Technical College National American University St. Charles Community College Vatterott College State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind Harris Stowe University	22	22			1603370 Total
1504033 Design Specialist Internal Charter.com Direct Employers Referral* jobs.mo.gov Ranken Technical College National American University St. Charles Community College Vatterott College State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind Harris Stowe University	3	3	nternal	Customer Support Lead	1604281
1504033 Design Specialist Internal Charter.com Direct Employers Referral* jobs.mo.gov Ranken Technical College National American University St. Charles Community College Vatterott College State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind Harris Stowe University	0	0	Direct Employers		
Charter.com Direct Employers Referral* jobs.mo.gov Ranken Technical College National American University St. Charles Community College Vatterott College State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind Harris Stowe University	3	3			1604281 Total
Direct Employers Referral* jobs.mo.gov Ranken Technical College National American University St. Charles Community College Vatterott College State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind Harris Stowe University	3		nternal	Design Specialist	1504033
Referral* jobs.mo.gov Ranken Technical College National American University St. Charles Community College Vatterott College State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind Harris Stowe University	0	0	Charter.com Charter.com		
jobs.mo.gov Ranken Technical College National American University St. Charles Community College Vatterott College State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind Harris Stowe University	0	0	Direct Employers		
Ranken Technical College National American University St. Charles Community College Vatterott College State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind Harris Stowe University	2	2	Referral*		
National American University St. Charles Community College Vatterott College State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind Harris Stowe University	0	0	obs.mo.gov		
St. Charles Community College Vatterott College State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind Harris Stowe University	0	0	Ranken Technical College		
Vatterott College State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind Harris Stowe University	0	0	lational American University		
State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind Harris Stowe University	0	0	St. Charles Community College		
Support Division / Rehabilitation Services for the Blind Harris Stowe University	0	0	/atterott College		
Support Division / Rehabilitation Services for the Blind Harris Stowe University			State of Missouri Department of Social Services Family		
•	0	0			
MOESGR (The Missouri Employer Support of the Guard and	0	0	larris Stowe University		
			MOESGR (The Missouri Employer Support of the Guard and		
Reserve Committee)	0	0			
1504033 Total	5	5			1504033 Total

1604144	Dir, Customer Care	Internal	5	1
		Direct Employers	0	0
1604144 Tota			5	1
1505762	Mgr, Business Controls	Company Recruiter	1	0
		Charter.com	0	0
		Direct Employers	0	0
		jobs.mo.gov	0	0
		Indeed.com	1	1
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and		
		Reserve Committee)	0	0
1505762 Tota			2	1
1503077	Mgr, Communication Desk	Internal	3	1
		Charter.com	1	0
		Direct Employers	0	0
		jobs.mo.gov	0	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and		
		Reserve Committee)	0	0
		Telecommcareers.net	0	0
1503077 Tota	l		4	1
1503585	Mgr, Communication Desk	CareerBuilder.com	1	1
		Internal	2	0
		Charter.com	1	0
		Direct Employers	0	0
		jobs.mo.gov	0	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Page 10		

1503585	Mgr, Communication Desk	Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and		
		Reserve Committee)	0	0
		Telecommcareers.net	0	0
1503585 Tota	1		4	1
1504447	Mgr, Internet/Phone Repair	LinkedIn	1	0
		Internal	4	0
		Charter.com	3	1
		Direct Employers	0	0
		Referral*	2	0
		jobs.mo.gov	0	0
		Indeed.com	1	0
		Monster.com	1	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and		
		Reserve Committee)	0	0
1504447 Tota	l		12	1
1507248	Mgr, Internet/Phone Repair	GlassDoor	1	0
		LinkedIn	1	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
		jobs.mo.gov	0	0
		Indeed.com	1	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and		
		Reserve Committee)	0	0
1507248 Tota			4	1
1507169	Operations Analyst I-Ops	Local Job Network	1	0
		Internal	5	1
		Charter.com	0	0
		Direct Employers	0	0
		Page 11		

1507169	Operations Analyst I-Ops	jobs.mo.gov	0	0
		Indeed.com	1	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and		
		Reserve Committee)	0	0
1507169 Tota			7	1
1505740	Process Analyst	Internal	4	1
		Charter.com	0	0
		Direct Employers	0	0
		jobs.mo.gov	0	0
		Indeed.com	1	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and		
		Reserve Committee)	0	0
1505740 Tota	1		5	1
1506670	Process Analyst	Internal	5	4
		Charter.com	0	0
		Direct Employers	0	0
		jobs.mo.gov	0	0
		Indeed.com	3	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and		
		Reserve Committee)	0	0
1506670 Tota	1		8	4
1601146	Process Analyst	Internal	5	2
		Charter.com	0	0
		Page 12		

1601146	Process Analyst	Direct Employers	0	0
1001140	1 100030 / thaiyot	jobs.mo.gov	0	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family	O	O
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and	U	O
		Reserve Committee)	0	0
1601146 Total		reserve committee)	5	2
1604450	Process Mgr, Consumer Ops	Internal	5	
		Charter.com	0	0
		Direct Employers	0	0
		jobs.mo.gov	0	0
		Indeed.com	1	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family	O	Ü
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and	O	U
		Reserve Committee)	0	0
1604450 Total		riodal ve committee y	6	1
1505318	Quality Specialist	Internal	6	6
	animy of commen	Direct Employers	0	0
1505318 Total			6	6
1602243	Quality Specialist	Internal	11	4
		Direct Employers	0	0
1602243 Total			11	4
1602244	Quality Specialist	Internal	2	2
		Direct Employers	0	0
1602244 Total			2	2
1505276	Rep I, Internet/Phone Repair	Company Recruiter	1	0
		GlassDoor	1	0
		Local Job Network	1	0
		Charter.com	19	13
		Direct Employers	0	0
		Referral*	19	7
		Craigslist.com	1	0
		Instagram*	1	0
		Page 13		

1505276	Rep I, Internet/Phone Repair	jobs.mo.gov	0	0
1303270	Rep I, Internett Hone Repair	Charter Hosted Job Fair	2	1
		Missouri Career Center	1	0
		Indeed.com	7	3
		TV News	1	1
		Ranken Technical College	0	0
		National American University	0	0
		·	•	_
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family	•	•
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and	_	
		Reserve Committee)	0	0
1505276 Total			54	25
1505343	Rep I, Internet/Phone Repair	Company Recruiter	1	0
		GlassDoor	1	1
		Google	2	0
		Charter.com	12	8
		Direct Employers	0	0
		Referral*	10	9
		Craigslist.com	1	1
		jobs.mo.gov	0	0
		Facebook Job Post	1	0
		Connections to Success	1	1
		Indeed.com	5	3
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family	•	
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and	ŭ	ŭ
		Reserve Committee)	0	0
1505343 Total			34	23
1505499	Rep I, Internet/Phone Repair	GlassDoor	2	2
1000100	rtop i, interneur nene rtopaii	Internal	1	1
		Charter.com	6	5
		Urban League 2ND Annual Job Fair	1	1
		Direct Employers	0	0
		Referral*	9	9
		jobs.mo.gov	0	0
		Indeed.com		
		Page 14	2	1

1505499	Rep I, Internet/Phone Repair	Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and		
		Reserve Committee)	0	0
1505499 Tota			21	19
1506428	Rep I, Internet/Phone Repair	Bing	1	1
		GlassDoor	2	1
		Internal	3	1
		Charter.com	11	7
		Direct Employers	0	0
		Referral*	9	6
		Craigslist.com	5	3
		jobs.mo.gov	0	0
		Missouri Career Center	1	0
		Indeed.com	26	9
		TV News	1	0
		Ranken Technical College	1	0
		National American University	0	0
		St. Charles Community College	2	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and		
		Reserve Committee)	0	0
1506428 Tota	I		62	28
1507055	Rep I, Internet/Phone Repair	Company Recruiter	1	1
		Google	3	2
		Sales Jobs.com	1	1
		Internal	1	1
		Charter.com	29	14
		Direct Employers	0	0
		Referral*	25	11
		Craigslist.com	4	4
		jobs.mo.gov	0	0
		Charter Hosted Job Fair	4	1
		Indeed.com	19	12
		TV News	1	0
		Ranken Technical College	0	0
		Page 15	-	-

1507055	Rep I, Internet/Phone Repair	National American University	0	0
1307033	Rep I, internett none Repair	St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family	ŭ	Ū
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and	ŭ	Ü
		Reserve Committee)	0	0
1507055 Total		,	88	47
1504082	Sr Rep, Internet/Phone Repair	Internal	9	6
		Direct Employers	0	0
1504082 Total			9	6
1505228	Sr Rep, Internet/Phone Repair	Internal	8	6
		Direct Employers	0	0
1505228 Total			8	6
1506135	Sr Rep, Internet/Phone Repair	Internal	7	7
		Direct Employers	0	0
1506135 Total			7	7
1505741	Sup, Communication Desk	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		jobs.mo.gov	0	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and		
		Reserve Committee)	0	0
1505741 Total			1	1
1601839	Sup, Communication Desk	Internal	3	1
		Charter.com	0	0
		Direct Employers	0	0
		jobs.mo.gov	0	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0

		MOESGR (The Missouri Employer Support of the Guard and		
1601839	Sup, Communication Desk	Reserve Committee)	0	0
1601839 Total			3	1
1601518	Sup, Cust Care Call Ctr -Resi	GlassDoor	1	1
		Internal	10	2
		Charter.com	0	0
		Direct Employers	0	0
		jobs.mo.gov	0	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and		
		Reserve Committee)	0	0
1601518 Total			11	3
1602514	Sup, Cust Care Call Ctr -Resi	LinkedIn	1	0
	•	Internal	2	1
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	3	0
		jobs.mo.gov	0	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family	ŭ	Ū
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and	O	U
		Reserve Committee)	0	0
1602514 Total		Trooping Committee /	6	1
1603167	Sup, Cust Care Call Ctr -Resi	Internal	7	4
1000101	Sup, Suct Suit Suit Still Free.	Charter.com	0	0
		Direct Employers	0	0
		jobs.mo.gov	0	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
			U	U
		State of Missouri Department of Social Services Family Support Division / Rehabilitation Services for the Blind	0	0
		Page 17	0	0

1603167	Sup, Cust Care Call Ctr -Resi	Harris Stowe University MOESGR (The Missouri Employer Support of the Guard and	0	0
		Reserve Committee)	0	0
1603167 Total		reserve committee)	7	4
1403364	Sup, Internet/Phone Repair	Internal	<u> </u>	1
. 100001	cup, interneur nene repair	Direct Employers	0	0
		Referral*	1	1
1403364 Total			2	2
1505163	Sup, Internet/Phone Repair	Internal	2	2
		Direct Employers	0	0
1505163 Total			2	2
1506001	Sup, Internet/Phone Repair	Internal	3	3
		Direct Employers	0	0
1506001 Total			3	3
1506427	Sup, Quality Development Coach	Internal	1	1
		Direct Employers	0	0
1506427 Total			1	1
1505025	Trainer I	Internal	4	0
		Charter.com	3	0
		Direct Employers	0	0
		jobs.mo.gov	0	0
		Indeed.com	1	1
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and		
		Reserve Committee)	0	0
1505025 Total			8	1
1505504	Trainer I	Internal	2	1
		Charter.com	1	0
		Direct Employers	0	0
		jobs.mo.gov	0	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family	_	_
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0

		MOESGR (The Missouri Employer Support of the Guard and		
1505504	Trainer I	Reserve Committee)	0	0
1505504 Total			3	1
1602066	Trainer I	GlassDoor	1	0
		Internal	8	1
		Charter.com	4	0
		Direct Employers	0	0
		Referral*	1	0
		Macys Call Center Onsite Job Fair	2	0
		jobs.mo.gov	0	0
		Indeed.com	4	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and		
		Reserve Committee)	0	0
1602066 Total			20	1
1605254	Rep I, Internet/Phone Repair	Charter.com	0	0
		jobs.mo.gov	0	0
		Charter Hosted Job Fair	0	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and		
		Reserve Committee)	0	0
1605254 Total		,	0	0
1507055	Rep I, Internet/Phone Repair	Charter.com	0	0
		jobs.mo.gov	0	0
		Charter Hosted Job Fair	0	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family	ŭ	J
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		Page 19	V	3

		MOESGR (The Missouri Employer Support of the Guard and		
1507055	Rep I, Internet/Phone Repair	Reserve Committee)	0	0
1507055 Total			0	0
1602436	Rep I, Internet/Phone Repair	Charter.com	0	0
		jobs.mo.gov	0	0
		Charter Hosted Job Fair	0	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and		
		Reserve Committee)	0	0
1602436 Total			0	0
1604535	Assoc Technical Specialist	Internal	1	0
1604535 Total			1	0
1603155	Rep I, Internet/Phone Repair	Charter.com	0	0
		jobs.mo.gov	0	0
		ITT Tech	0	0
		Ranken Technical College	0	0
		National American University	0	0
		St. Charles Community College	0	0
		Vatterott College	0	0
		State of Missouri Department of Social Services Family		
		Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0
		MOESGR (The Missouri Employer Support of the Guard and		
		Reserve Committee)	0	0
1603155 Total			0	0
Grand Total			960	444

RECRUITMENT SOURCE LIST

Name of						
Recruitment					Entitled to	Total Number of
Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Notification?	Referrals
	9002 N. Purdue Rd.,	Indianapolis, IN				
Direct Employers	Ste. 100	42628	directemployers.org	317-874-9000	No	
	12405 Powerscourt					
Charter.com	Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	
	422 West Loveland					
RecruitMilitary	Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	
		Mountain View, CA				
LinkedIn	2029 Stierlin Court	94043	linkedin.com	312-650-7593	No	
	100 Shoreline	Mill Valley, CA				
GlassDoor.com	Highway, Building A	94941	glassdoor.com	415-275-7645	No	
Career Fair*					No	8
Indeed*			indeed.com		No	58
Ranken Technical						
College	4431 Finney Ave.	St. Louis, MO 63113	Janie Summers	314-252-0306	No	0
National American		Weldon Springs, MO				
University	1030 Wolfrum Road	63304		636-229-3200	No	0
St. Charles		Cottleville, MO				
Community College	4601 Mid Rivers Mall	63376	Martha Tubbage	636-922-8244	No	0
Vatterott College			Je'Loni Hall	314-843-4200	No	0
State of Missouri						
Department of Social						
Services Family						
Support Division /						
Rehabilitation						
Services for the			Sharon Silverstein,			
Blind	3867 Magnolia Ave	St. Louis, MO 63110	CRC	314-933-7318	No	0
ITT Tech - Arnold	1930 Meyer Drury Dr	Arnold, MO 63010	Melissa Shultz	636-461-3330	No	0
ITT Tech - St.						
Charles			Rachel Richardson	314-513-5772	No	0
		St. Peters, MO	Holly Dickerson/Lori			
jobs.mo.gov	212 Turner Blvd.	63376	Meyers	636-225-6060 x5260	No	0
Harris Stowe State						
University	3026 Laclede Ave	St. Louis, MO 63103		314-340-3366	No	2

MOESGR (The Missouri Employer Support of the Guard and Reserve		Chesterfield, MO				
Committee)	16987 Riverdale Dr	63005	Brandy Scheer	636-778-3449	No	0
	3112 Windsor Suite					
Telecomcareers.net	A. Box 349	Austin, TX 78703		888-509-1148	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 recruitment sources; 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 post them independently via there own systems. Accordingly, applicants often learn about Charter's job vacancies from sources that Charter does not post directly or track.

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	Hosting at Least One Job Fair	Various	Charter Communications hosted multiple job fairs throughout the market. Those have included: in-house job fairs to attract Customer Relations Coodinator applicants: Saint Charles, MO (09/17/15), Saint Charles, MO (01/06/16), Saint Charles, MO (02/17/16), Chesterfield, MO (03/29/16), Saint Charles, MO (08/18/16).
5	Participation in at least two job fairs by unit personnel who have substantial responsibility in the making of hiring decisions	Various	Charter Communications participated in multiple job fairs throughout the market. Those have included: Urban League of Metropolitan - St Louis Community College, St Louis, MO (09/12/15), Ranken Technical College, St Louis, MO (11/4/15), COGIC Urban Initiatives College & Career Fair (11/06/15), St Charles Community College (11/12/15), Macy's Onsite Job Fair (1/28/16), Harris Stowe University Career Fair (02/15/16), St Louis University Career Fair (02/24/16), St Louis Community College -Florissant Valley (3/23/16), ITT Technical Career Fair (05/12/16), St Louis Job Corps (05/18/16).

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 12367 - COE St. Louis Cnty MO

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

Total Number of Full-Time Vacancies Filled During This Period: 465

Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 1263

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

FULL-TIME VACANCIES FILLED

State MO

FCC Unit 12367 - COE St. Louis Cnty MO

				Number
Req#	Job Title	Source	Interviewees Referred	Hired
1505186	Administrative Assistant III	Internal	3	1
		Charter.com	0	0
		Direct Employers	0	0
1505186 Total			3	1
1505155	Assoc System Administrator	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
		Craig's List*	1	0
1505155 Total			2	1
1505031	Business Analyst-Process &Data	Indeed	1	0
		Internal	4	2
		Charter.com	0	0
		Direct Employers	0	0
1505031 Total			5	2
1505334	Dispatcher, Collections	Indeed	1	0
		Internal	7	3
		Charter.com	0	0
		Direct Employers	0	0
		RecruitMilitary	0	0
		Multichannel News	0	0
		Cable Fax*	0	0
1505334 Total			8	3
1506210	Field Retention Specialist	Indeed Page 1	1	0

1506210	Field Retention Specialist	Internal	3	3
1000210	ricia recention openialist	Charter.com	4	2
		Direct Employers	0	0
		Referral*	11	5
		Craig's List*	1	0
1506210 Total		Oraly's List	20	10
1404422	Inbound Sales Rep	Indeed	10	6
1101122	modific Galoo Rop	Charter.com	13	2
		Direct Employers	0	0
		Referral*	12	8
		STLCC	0	0
		Google*	5	1
		Monster*	2	1
			2	
		Simply Hired*	1	0
		Radio*	1	0
		Facebook*	0	0
		Craig's List*	1	0
		LinkedIn*	1	0
		TV*	2	1
4404400 = 44		KSDK.com*	0	0
1404422 Total			48	19
1504786	Inbound Sales Rep	Indeed	27	4
		Charter.com	22	3
		Direct Employers	0	0
		Referral*	24	5
		Career Fair	0	0
		St. Louis Community College Job Fair	0	0
		Macy's Job Fair	0	0
		ITT Tech Job Fair	0	0
		Ranken Technical School Job Fair	0	0
		Google*	2	0
		Facebook*	3	0
		GlassDoor*	2	0
1504786 Total			80	12
1505159	Inbound Sales Rep	Indeed	17	5
		Charter.com	20	4
		Direct Employers	0	0
		Referral*	12	5
		Google*	1	0
		Monster*	1	0
		GlassDoor*	1	1
		LinkedIn*	3	0
		TV*	1	1
1505159 Total			56	16
1505853	Inbound Sales Rep	Indeed	20	3
	•	Internal	1	0
		Page 2	·	3

1505853	Inbound Sales Rep	Charter.com	11	3
		Direct Employers Referral*	0 36	0 11
		Google*	2	1
		Charter Career Fair	0	0
		GlassDoor*	1	
		LinkedIn*	1	0
1505853 Total		Lilikeuiti	72	0 18
1506715	IP Telephony Engineer III	Indeed	1	1
1000110	ii Tolophony Engineer iii	Internal	0	0
		Charter.com	0	0
		Direct Employers	0	0
		RecruitMilitary	0	0
		Multichannel News	0	0
		Cable Fax*	0	0
1506715 Total		Cable I ax	1	1
1505283	Mgr, Service Delivery - LNP-OM	Internal	2	2
1000200	mgr, corvide Belivery Little em	Charter.com	0	0
		Direct Employers	0	0
1505283 Total		Direct Employers	2	2
1505056	Process Analyst	Internal		0
1000000	1 100000 7 manyot	Charter.com	0	0
		Direct Employers	0	0
1505056 Total			1	0
1505307	Process Analyst	Internal	12	5
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	2	1
1505307 Total			14	6
1505269	Recruiter I	Indeed	1	0
		Charter.com	1	1
		Direct Employers	0	0
		Referral*	1	0
		GlassDoor*	1	0
1505269 Total			4	1
1504013	Service Delivery Coord I	Indeed	6	3
		Internal	14	6
		Charter.com	8	2
		Direct Employers	0	0
		Referral*	7	5
		St. Louis Community College Job Fair	0	0
		Monster*	1	1
1504013 Total			36	17
1505284	Service Delivery Coord I	Indeed	2	1
		Internal	9	6
		Charter.com	3	0
		Page 3		

1505284	Service Delivery Coord I	Direct Employers	0	0
		Referral*	6	3
4505004 Total		Charter Career Fair	0	0
1505284 Total	Complete Advanta	Internal	20	10
1504557	Serviceability Advocate	Internal Charter com	4	0
		Charter.com	0	0
		Direct Employers	0	0
1504557 Total		St. Louis Community College Job Fair	0 4	0
1505946	Serviceability Advocate	Internal	4 5	3
1505940	Serviceability Advocate	Charter.com	0	0
		Direct Employers	0	0
		St. Louis Community College Job Fair	0	0
1505946 Total		St. Louis Community College 300 Fall	5	3
1505947	Serviceability Advocate	Indeed	3	0
1303347	Serviceability Advocate	Internal	22	13
		Charter.com	2	0
		Direct Employers	0	0
		Macy's Job Fair	0	0
1505947 Total		Macy 3 300 F all	27	13
1506197	Sr Dir, Provisioning	Internal	2	2
1000137	or bir, i rovisioning	Charter.com	0	0
		Direct Employers	0	0
1506197 Total		Billion Employers	2	2
1504628	Sr Telecom Administrator	Indeed	2	0
		Charter.com	_ 1	1
		Direct Employers	0	0
		Referral*	2	0
		RecruitMilitary	0	0
		Multichannel News	0	0
		Lee Hecht Harrison Job Scout	0	0
		LinkedIn*	1	0
		Cable Fax*	0	0
1504628 Total			6	1
1505020	Sup, Collections	Internal	1	1
	•	Charter.com	3	1
		Direct Employers	0	0
		RecruitMilitary	0	0
		Multichannel News	0	0
		Monster*	1	0
		Simply Hired*	1	0
		Cable Fax*	0	0
1505020 Total			6	2
1505661	Assoc Technical Specialist	Internal	5	2
		Charter.com	0	0
		Direct Employers	0	0

1505661 Total			5	2
1507358	Contact Ctr Wrkfrce Mgmt Admin	Internal	1	1
		Charter.com	1	C
		Direct Employers	0	C
		Macy's Job Fair	0	C
		ITT Tech Job Fair	0	0
		Ranken Technical School Job Fair	0	C
		Charter Career Fair	0	0
		Diversity Job Fair	0	C
1507358 Total			2	1
1603139	Dir, Inbound Sales	Charter.com	0	C
		Direct Employers	0	C
		Multichannel News	0	C
		Cable Fax*	0	C
1603139 Total			0	0
1601331	Facilities Administrator	Internal	3	0
		Charter.com	0	C
		Direct Employers	0	C
		Referral*	1	1
		St. Louis Community College Job Fair	0	C
		Macy's Job Fair	0	C
		ITT Tech Job Fair	0	C
		Ranken Technical School Job Fair	0	C
		Charter Career Fair	0	0
		Diversity Job Fair	0	C
1601331 Total			4	1
1506817	HR Coordinator II	Charter.com	0	C
		Direct Employers	0	C
		Beyond.com*	1	C
1506817 Total			1	0
1601139	Human Resources Generalist II	Indeed	1	C
		Charter.com	0	C
		Direct Employers	0	C
		Referral*	3	2
		Macy's Job Fair	0	C
1601139 Total			4	2
1506853	Inbound Sales Rep	Indeed	21	2
		Charter.com	10	1
		Direct Employers	0	0
		Referral*	17	6
		Macy's Job Fair	0	C
		LinkedIn*	1	C
		TV*	1	С
1506853 Total			50	9
1601159	Inbound Sales Rep	Indeed	15	3
		Charter.com	11	2
		Page 5		

1601159	Inbound Sales Rep	Direct Employers	0	0
		Referral*	9	5
		Macy's Job Fair	1	1
		ITT Tech Job Fair	0	0
		Ranken Technical School Job Fair	0	0
		Google*	2	1
		Charter Career Fair	0	0
1601159 Total	ı	TV*	1	0
1601159 10tal	Inbound Sales Rep	Indeed	39 18	12
1001009	Inbound Sales Kep	Charter.com	12	1
		Direct Employers	0	0
		Referral*	15	3
		St. Louis Community College Job Fair	0	0
		Ranken Technical School Job Fair	0	0
		Google*	3	0
		Charter Career Fair	6	4
		Diversity Job Fair	1	0
		Monster*	1	1
		Facebook*	2	1
		GlassDoor*	1	1
		LinkedIn*	1	0
		TV*	2	1
1601689 Total			62	16
1602460	Inbound Sales Rep	Indeed	38	9
		Internal	1	0
		Charter.com	21	6
		Direct Employers	0	0
		Referral*	20	12
		Macy's Job Fair	0	0
		Google*	5	0
		Charter Career Fair	3	0
		JobNewsSTL.com*	1	1
		Lewis and Clark Community College Job Board	0	0
			0	0
		Florissant Valley Community College Job Board		0
		Florissant Valley Community College Job Board Meramec Community College Job Board	0	0
		Florissant Valley Community College Job Board Meramec Community College Job Board Forest Park Community College Job Board	0	0 0
		Florissant Valley Community College Job Board Meramec Community College Job Board Forest Park Community College Job Board St. Charles Community College Job Board	0	0 0 0
		Florissant Valley Community College Job Board Meramec Community College Job Board Forest Park Community College Job Board St. Charles Community College Job Board University of Missouri Job Board	0 0 0 0	0 0 0
		Florissant Valley Community College Job Board Meramec Community College Job Board Forest Park Community College Job Board St. Charles Community College Job Board University of Missouri Job Board Hiring Our Heroes Job Fair	0 0 0 0	0 0 0 0
		Florissant Valley Community College Job Board Meramec Community College Job Board Forest Park Community College Job Board St. Charles Community College Job Board University of Missouri Job Board Hiring Our Heroes Job Fair Indeed.com Job Board	0 0 0 0	0 0 0 0 0
		Florissant Valley Community College Job Board Meramec Community College Job Board Forest Park Community College Job Board St. Charles Community College Job Board University of Missouri Job Board Hiring Our Heroes Job Fair Indeed.com Job Board Facebook*	0 0 0 0	0 0 0 0 0 0
1602460 Total		Florissant Valley Community College Job Board Meramec Community College Job Board Forest Park Community College Job Board St. Charles Community College Job Board University of Missouri Job Board Hiring Our Heroes Job Fair Indeed.com Job Board	0 0 0 0 0 0 1 1	0 0 0 0 0 0
1602460 Total 1506889		Florissant Valley Community College Job Board Meramec Community College Job Board Forest Park Community College Job Board St. Charles Community College Job Board University of Missouri Job Board Hiring Our Heroes Job Fair Indeed.com Job Board Facebook* Beyond.com*	0 0 0 0	0 0 0 0 0 0 0 0
1602460 Total 1506889	I Mgr, Business Controls	Florissant Valley Community College Job Board Meramec Community College Job Board Forest Park Community College Job Board St. Charles Community College Job Board University of Missouri Job Board Hiring Our Heroes Job Fair Indeed.com Job Board Facebook*	0 0 0 0 0 0 1 1	0 0 0 0 0 0

1506889	Mgr, Business Controls	Charter.com	0	0
		Direct Employers	0	0
		Macy's Job Fair	0	0
		Hiring Our Heroes Job Fair	0	0
		GlassDoor*	1	0
1506889 Total			4	2
1603128	Mgr, Facilities	Indeed	1	1
	-	Charter.com	0	0
		Direct Employers	0	0
1603128 Total			1	1
1506934	Mgr, Human Resources I	Internal	1	0
	-	Charter.com	0	0
		Direct Employers	0	0
1506934 Total			1	0
1601134	Mgr, Ops & Serviceability	Indeed	1	0
		Internal	2	2
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	0
		ITT Tech Job Fair	0	0
		Ranken Technical School Job Fair	0	0
		Charter Career Fair	0	0
		Diversity Job Fair	0	0
1601134 Total			4	2
1604077	Mgr, Sales	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1604077 Total			1	1
1602116	Mgr, Service Delivery - LNP-OM	Indeed	1	0
	•	Charter.com	2	0
		Direct Employers	0	0
		St. Louis Community College Job Fair	0	0
		Macy's Job Fair	0	0
		Charter Career Fair	0	0
		Diversity Job Fair	0	0
		Hiring Our Heroes Job Fair	0	0
		LinkedIn*	1	0
1602116 Total			4	0
1506890	Operations Analyst I	Charter.com	0	0
	.,	Direct Employers	0	0
		Referral*	2	2
		Macy's Job Fair	0	0
		ITT Tech Job Fair	0	0
1506890 Total			2	2
1603321	Recruiter I	Internal	<u>-</u> 1	0
.00002.		Charter.com	0	0
		Page 7	•	J

1603321	Recruiter I	Direct Employers	0	0
1603321 Total		<u>'</u>	1	0
1603103	Reports Coordinator	Internal	9	1
	•	Charter.com	0	0
		Direct Employers	0	0
		TV*	1	0
1603103 Total			10	1
1507139	Service Delivery Coord I	Indeed	9	2
		Internal	11	0
		Charter.com	12	5
		Direct Employers	0	0
		Referral*	23	5
		St. Louis Community College Job Fair	1	1
		Macy's Job Fair	1	0
		ITT Tech Job Fair	0	0
		Ranken Technical School Job Fair	0	0
		Charter Career Fair	2	0
		Diversity Job Fair	0	0
		Hiring Our Heroes Job Fair	0	0
		TV*	1	0
1507139 Total			60	13
1507205	Service Delivery Coord I	Internal	10	8
	·	Charter.com	3	3
		Direct Employers	0	0
		Referral*	5	3
		St. Louis Community College Job Fair	0	0
		Macy's Job Fair	1	0
		ITT Tech Job Fair	0	0
		Ranken Technical School Job Fair	0	0
		Charter Career Fair	0	0
		Diversity Job Fair	0	0
		Hiring Our Heroes Job Fair	0	0
1507205 Total			19	14
1601924	Service Delivery Coord I	Charter.com	1	0
	•	Direct Employers	0	0
		St. Louis Community College Job Fair	0	0
		Macy's Job Fair	0	0
		Diversity Job Fair	0	0
1601924 Total			1	0
1601927	Service Delivery Coord I	Internal	1	1
	•	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
		Ranken Technical School Job Fair	0	0
		Charter Career Fair	1	1
1601927 Total			3	3

1601928	Service Delivery Coord I	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		St. Louis Community College Job Fair	0	0
		Macy's Job Fair	0	0
		Ranken Technical School Job Fair	0	0
		Charter Career Fair	0	0
		Diversity Job Fair	0	0
1601928 Total		,	1	1
1603488	Service Delivery Coord I	Indeed	2	1
	•	Internal	5	4
		Charter.com	5	4
		Direct Employers	0	0
		Referral*	4	3
		Monster*	1	0
1603488 Total			17	12
1601930	Service Delivery Coord II	Internal	5	1
	•	Charter.com	0	0
		Direct Employers	0	0
		St. Louis Community College Job Fair	0	0
		Macy's Job Fair	0	0
		ITT Tech Job Fair	0	0
		Charter Career Fair	0	0
		Diversity Job Fair	0	0
		Hiring Our Heroes Job Fair	0	0
1601930 Total		9 • • • • • • • • • • • • • • • •	5	1
1601361	Serviceability Advocate	Internal	5	1
	,	Charter.com	0	0
		Direct Employers	0	0
		St. Louis Community College Job Fair	0	0
		Macy's Job Fair	0	0
		Ranken Technical School Job Fair	0	0
		Charter Career Fair	0	0
		Diversity Job Fair	0	0
		Hiring Our Heroes Job Fair	0	0
1601361 Total		Tilling Out Fleroes oob Fall	5	1
1602202	Serviceability Advocate	Internal	11	2
		Charter.com	0	0
		Direct Employers	0	0
		St. Louis Community College Job Fair	0	0
		Macy's Job Fair	0	0
		Charter Career Fair	0	0
		Hiring Our Heroes Job Fair	0	0
1602202 Total		Tilling Out Fictors 900 Fall	11	2
1603104	Serviceability Advocate	Internal	9	2
1000101	25. Hoddomy / lavodato	Charter.com	0	0
		Page 9	Ŭ	0

1603104	Serviceability Advocate	Direct Employers	0	0
		Ranken Technical School Job Fair	0	0
1603104 Total			9	2
1603239	Serviceability Advocate	Internal	2	2
		Charter.com	0	0
		Direct Employers	0	0
1603239 Total			2	2
1604102	Serviceability Advocate	Internal	1	0
		Charter.com	0	0
		Direct Employers	0	0
1604102 Total		· ·	1	0
1601832	Sr Mgr, Service Delivery/PAC	Indeed	1	0
	,	Internal	2	0
		Charter.com	0	0
		Direct Employers	0	0
		St. Louis Community College Job Fair	0	0
		Macy's Job Fair	0	0
		Charter Career Fair	0	0
		Diversity Job Fair	0	0
		Hiring Our Heroes Job Fair	0	0
		LinkedIn*	2	1
		CareerBuilder.com*	1	0
1601832 Total		Garcer Builder.com	6	1
1506434	Sup, Service Delivery	Internal	1	1
1000-10-1	Sup, Scriice Benvery	Charter.com	0	0
		Direct Employers	0	0
		Referral*	2	1
		Macy's Job Fair	0	0
1506434 Total		iviacy 3 300 F all	3	2
1507209	Sup, Service Delivery	Internal	7	0
1307209	Sup, Service Delivery	Charter.com	0	0
		Direct Employers	0	
		St. Louis Community College Job Fair	0	0 0
			0	
		Macy's Job Fair ITT Tech Job Fair	4	0
			0	0
		Ranken Technical School Job Fair	0	0
		Charter Career Fair	0	0
		Diversity Job Fair	0	0
4507000 Tatal		Hiring Our Heroes Job Fair	0	0
1507209 Total		latornol	11	0
1602786	Sup, Service Delivery	Internal	3	1
		Charter.com	0	0
		Direct Employers	0	0
4444		St. Louis Community College Job Fair	0	0
1602786 Total			3	1
1603218	Sup, Service Delivery	Internal Page 10	4	2
		HOUGO III		

Internal Charter.com	4000040	Cur. Comico Delivery	Charter com	0	^
1603218 Total	1003210	Sup, Service Delivery			
1603812	1603218 Total		Direct Employers		
Charter.com Direct Employers Direct Employer			Internal		1
1603412 Total	1000012	cup, connect believely			
1603412 Total					
Internal Charter.com	1603812 Total		2.100x 2.11.projo.10		1
Charter.com	1604425	Sup, Service Delivery	Internal	1	0
1004425 Total		•	Charter.com	0	0
1004425 Total			Direct Employers	0	0
Charter.com Direct Employers St. Louis Community College Job Fair St. Louis College Job Fa	1604425 Total			1	0
Direct Employers St. Louis Community College Job Fair S	1505922	Sup, Strategic Accounts	Internal	5	2
St. Louis Community College Job Fair 5 2 2 1603353 Sup, Strategic Accounts Internal			Charter.com	0	0
1505922 Total			Direct Employers	0	0
1603353			St. Louis Community College Job Fair	0	0
1603353	1505922 Total		·	5	2
1603353 Total 1	1603353	Sup, Strategic Accounts	Internal	3	1
1003353 Total			Charter.com	0	0
1505424			Direct Employers	0	0
Internal	1603353 Total			3	1
Charter.com	1505424	Trainer I	Indeed	1	0
Direct Employers 0			Internal	5	0
1717 Tech Job Fair 0 0 0 1505424 Total 1 1 1 1 1 1 1 1 1			Charter.com	2	1
1601799			Direct Employers	0	0
Trainer Internal			ITT Tech Job Fair	0	0
Charter.com	1505424 Total			8	1
Direct Employers 0 0 0 0 0 0 0 0 0	1601799	Trainer I	Internal	4	2
Macy's Job Fair 0 0 0 0 0 0 0 0 0 0			Charter.com	0	0
Ranken Technical School Job Fair			Direct Employers	0	0
Charter Career Fair Diversity Job Fair 0 0 1601799 Total Internal Intern			Macy's Job Fair	0	0
Diversity Job Fair 0 0 0 1601799 Total 4 2 2 1603328 Trainer I Internal Charter.com 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			Ranken Technical School Job Fair	0	0
1601799 Total 1603328 Trainer I Internal Charter.com 0 0 Charter.com Direct Employers 0 0 1603328 Total 1 0 1601279 Workforce Mgmt Care Coord I Charter.com 0 0 Charter.com Direct Employers 0 0 Referral* ITT Tech Job Fair 0 0 Ranken Technical School Job Fair 0 0 Charter Career Fair Diversity Job Fair 0 0 Diversity Job Fair 0 0			Charter Career Fair	0	0
1603328 Trainer I Internal Charter.com O O O O O O O O O O O O O O O O O O O			Diversity Job Fair	0	0
Charter.com 0 0 Direct Employers 0 0 1603328 Total 1 0 1601279 Workforce Mgmt Care Coord I Internal 7 1 Charter.com 0 0 Direct Employers 0 0 Referral* 1 0 ITT Tech Job Fair 0 0 Ranken Technical School Job Fair 0 0 Charter Career Fair 0 0 Diversity Job Fair 0 0	1601799 Total			4	2
Direct Employers 0 0 1603328 Total 1 0 1601279 Workforce Mgmt Care Coord I Internal 7 1 1 Charter.com 0 0 0 Direct Employers 0 0 0 Referral* 1 0 1TT Tech Job Fair 0 0 Ranken Technical School Job Fair 0 0 Charter Career Fair 0 0 Diversity Job Fair 0 0	1603328	Trainer I	Internal	1	0
1603328 Total 1601279 Workforce Mgmt Care Coord I Internal 7 1 1601279 Charter Coord I Internal 0 0 Charter.com 0 0 0 Direct Employers 0 0 0 Referral* 1 0 0 ITT Tech Job Fair 0 0 Ranken Technical School Job Fair 0 0 Charter Career Fair 0 0 Diversity Job Fair 0 0			Charter.com	0	0
1601279 Workforce Mgmt Care Coord I Internal 7 1 Charter.com 0 0 Direct Employers 0 0 Referral* 1 0 ITT Tech Job Fair 0 0 Ranken Technical School Job Fair 0 0 Charter Career Fair 0 0 Diversity Job Fair 0 0			Direct Employers	0	0
Charter.com 0 0 Direct Employers 0 0 Referral* 1 0 ITT Tech Job Fair 0 0 Ranken Technical School Job Fair 0 0 Charter Career Fair 0 0 Diversity Job Fair 0 0				1	0
Direct Employers 0 0 Referral* 1 0 ITT Tech Job Fair 0 0 Ranken Technical School Job Fair 0 0 Charter Career Fair 0 0 Diversity Job Fair 0 0	1601279	Workforce Mgmt Care Coord I		7	1
Referral* 1 0 ITT Tech Job Fair 0 0 Ranken Technical School Job Fair 0 0 Charter Career Fair 0 0 Diversity Job Fair 0 0				0	0
ITT Tech Job Fair 0 0 Ranken Technical School Job Fair 0 0 Charter Career Fair 0 0 Diversity Job Fair 0 0				0	0
Ranken Technical School Job Fair 0 0 Charter Career Fair 0 0 Diversity Job Fair 0 0				1	0
Charter Career Fair 0 0 0 Diversity Job Fair 0 0				0	0
Diversity Job Fair 0 0				0	0
				0	0
				0	0

1601279 Total			8	1
1601920	Workforce Mgmt Care Coord I	Indeed	1	(
		Internal	2	(
		Charter.com	0	(
		Direct Employers	0	(
		Referral*	1	
		St. Louis Community College Job Fair	0	(
		Macy's Job Fair	0	(
		Charter Career Fair	0	(
		Diversity Job Fair	0	(
		Hiring Our Heroes Job Fair	0	(
		Stltoday.com*	0	
1601920 Total			4	
1602874	Inbound Sales Rep	Indeed	49	2
		Charter.com	44	2
		Direct Employers	0	
		Referral*	45	2
		Google*	1	(
		Lewis and Clark Community College Job Board	0	
		Florissant Valley Community College Job Board	0	
		Meramec Community College Job Board	0	
		Forest Park Community College Job Board	0	
		St. Charles Community College Job Board	0	
		University of Missouri Job Board	0	(
		Hiring Our Heroes Job Fair	0	(
		Monster*	3	
		Facebook*	1	
		Craig's List*	2	
		LinkedIn*	1	
1602874 Total		L. L. J	146	78
1603757	Inbound Sales Rep	Indeed	28	1
		Charter.com	26	1:
		Direct Employers	0	(
		Referral*	33	1:
		Google*	4	
		Lewis and Clark Community College Job Board	0	
		Florissant Valley Community College Job Board	0	(
		Meramec Community College Job Board	0	(
		Forest Park Community College Job Board	0	(
		St. Charles Community College Job Board	0	(
		University of Missouri Job Board	0	(
		Facebook*	4	•
1602757 Total		CareerBuilder.com*	<u> </u>	20
1603757 Total 1604418	Inbound Sales Rep	Indeed	96 35	39 12
1004410	inbound bales iveb	Charter.com	30	14
		Page 12	30	14

1604418	Inbound Sales Rep	Direct Employers	0	0
	·	Referral*	44	34
		Google*	3	2
		Lewis and Clark Community College Job Board	0	0
		Florissant Valley Community College Job Board	0	0
		Meramec Community College Job Board	0	0
		Forest Park Community College Job Board	0	0
		St. Charles Community College Job Board	0	0
		University of Missouri Job Board	0	0
		Facebook*	1	0
		Craig's List*	2	0
		SalesJobs.com Job Board	0	0
		Salestrax.com Job Board	0	0
1604418 Tota	al		115	62
Grand Total			1263	465

RECRUITMENT SOURCE LIST

RecruitMilitary	Name of						
0002 N. Purdue Rd., Indianapolis, IN 24628 directemployers.org 317-874-9000 No 0 0							
Direct Employers Ste. 100 42628 directemployers.org 317-874-9000 No 0 0	Source			Contact Person	Telephone Number	Notification?	Referrals
Charter Dr. St. Louis, MO 63131 Charter Com/careers 314-965-0555 No 493 Ave. Ave. Loveland, OH 45140 RecruitMilitary Ave. St. Louis, MO 63131 Louis, MO 63101 RecruitMilitary RecruitMilitary Louis, MO 63101 RecruitMilitary Louis, MO 63101 RecruitMilitary RecruitMilitary Louis, MO 63101 RecruitMilitary RecruitMilitary Louis, MO 63101 RecruitMilitary Louis, MO 63101 RecruitMilitary Louis, MO 63101 RecruitMilitary Louis, MO 63101 RecruitMilitary Louis, MO 63107 Louis, MO							
Charter Dr.	Direct Employers		42628	directemployers.org	317-874-9000	No	0
Ave.							
Ave. Loveland, OH 45140 recruitmilitary.com 513-683-5020 No 0 0 6433 Champion Grandview Way Indeed Building 1 Austin, Texas 78750 Indeed.com N/A No 315 No 12405 Powerscourt St. Louis, MO 63131 Charter Cross 12405 Powerscourt St. Louis, MO 63131 Charter.com/careers 314-965-0555 No 0 0 Menlo Park, CA 94025 Facebook 1601 Willow Road 94025 Facebook.com N/A No 12 Stitoday.com 900 N Tucker Blvd St. Louis, MO 63102 Wes Shirley 314-543-6668 No 0 1 St. St. Valves St. Louis, MO 63102 Wes Shirley 314-543-6668 No 1 St. Louis, MO 63102 Wes Shirley 314-543-6668 No 1 St. Louis, MO 63101 Wes Shirley 314-543-6668 No 1 St. Louis, MO 63101 Wes Shirley 314-543-6668 No 1 St. Louis, MO 63101 Wes Shirley 314-543-6668 No 1 St. Louis, MO 63017 Candyce Walker 314-938-5405 No 5 St. Charles St. Charles, MO St. Louis, MO 63135 Antoinette Boyd St. St. St. St. St. St. Charles, MO St. Charles, M	Charter		St. Louis, MO 63131	charter.com/careers	314-965-0555	No	493
G433 Champion Grandview Way Building 1		422 West Loveland					
Grandview Way Building 1	RecruitMilitary		Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	0
Indeed		6433 Champion					
Charter Cross 12405 Powerscourt Dr. St. Louis, MO 63131 Charter.com/careers 314-965-0555 No O O		Grandview Way					
Channel Message Dr. St. Louis, MO 63131 Charter.com/careers 314-965-0555 No No No No No No No	Indeed	Building 1	Austin, Texas 78750	Indeed.com	N/A	No	315
Facebook 1601 Willow Road 94025 Facebook.com N/A No 12	Charter Cross	12405 Powerscourt					
Stitoday.com 1601 Willow Road 94025 Facebook.com N/A No 12	Channel Message	Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	0
Stitoday.com 900 N Tucker Blvd St. Louis, MO 63102 Wes Shirley 314-543-6668 No 0 0			Menlo Park, CA				
No No No No No No No No	Facebook	1601 Willow Road	94025	Facebook.com	N/A	No	12
No No No No No No No No							
CBS 4 News - KMOV	Stltoday.com	900 N Tucker Blvd	St. Louis, MO 63102	Wes Shirley	314-543-6668	No	0
CBS 4 News - KMOV							
Mattha Toebben Mattha Ma	NBC 5 News - KSDK	1000 Market Street	St. Louis, MO 63101	Wes Shirley	314-543-6668	No	1
St. Charles Community College Job Board St. Louis, MO 63105 St. Louis, MO 63105 Wes Shirley 314-543-6668 No O O O O O O O O O	CBS 4 News -			·			
St. Charles Community College Job Board Storm Community College Job Board	KMOV	1 Memorial Drive	St. Louis, MO 63102	Wes Shirley	314-543-6668	No	1
St. Charles Community College Job Board Storm Community College Job Board							
941 Charter Career Fair Commons Dr MO 63017 Candyce Walker 314-938-5405 No 5 Charter Career Fair Plaza St. Charles, MO 63303 Candyce Walker 314-938-5405 No 7 St. Charles Charles Community College Job Board St. Charles Adon Pershall Rd St. Louis, MO 63135 Antoinette Boyd 314-543-4227 No 0 St. Charles Community College Job Board St. Charles Adon Gaste Godfrey, IL 62035 Terry Lane 618-468-5500 No 0 St. Charles Candyce Walker 314-938-5405 No 7 Candyce Walker 314-938-5405 No 7 Candyce Walker 314-938-5405 No 7 Martha Toebben 636-922-8243 No 0 St. Charles Candyce Walker 314-938-5405 No 7 Candyce Walker 314-938-5405 No 7 Antoinette Boyd 314-938-5405 No 7 Candyce Walker 314-938-5405 No 7 Antoinette Boyd 314-938-5405 No 7 Candyce Walker 314-938-5405 No 7 Antoinette Boyd 314-938-5405 No 7 Candyce Walker 314-938-5405 No 7 Antoinette Boyd 314-938-5405 No 7 Candyce Walker 314-938-5405 No 7 Antoinette Boyd 314-938-5405 No 7 Candyce Walker 314-938-5405 No 7 Antoinette Boyd 314-938-5405 No 7 Candyce Walker 314-938-5405 No 7 Antoinette Boyd 314-938-5405 No 7 Candyce Walker 314-938-5405 No 7 Antoinette Boyd 314-543-4227 No 7 Candyce Walker 314-938-5405 No 7 Candyce Walker 314-938-5405 No 7 Antoinette Boyd 314-938-5405 No 7 Candyce Walker 314-938-5405 No 7 Antoinette Boyd 314-543-4227 No 7 Candyce Walker 314-938-5405 No 7 Candyce Walker 314-938-5405 No 7 Antoinette Boyd 314-543-4227 No 7 Candyce Walker 314-938-5405 No 7 Candyce Walker 314-938-5405 No 7 Antoinette Boyd 314-938-5405 No 7 Candyce Walker 314-938-5405 No 7 Candyce W	KSDK.com	1000 Market Street	St. Louis, MO 63101	Wes Shirley	314-543-6668	No	0
Charter Career Fair 2 Convention Center Plaza 5t. Charles, MO 63303 Candyce Walker 314-938-5405 No 7 St. Charles 4601 Mid Rivers Mall Drive, Administration Building Room 1204 Cottleville, MO 63376 Martha Toebben 636-922-8243 No 0 Cottleville, MO 636-922-8243 No 0 Cottleville, MO 636-922-8243 No 0 Community College Job Board Lewis and Clark Community College Job Board St. Louis, MO 63135 Antoinette Boyd 314-543-4227 No 0 Meramec Community College Job Board St. Louis, MO 63135 Terry Lane 618-468-5500 No 0		941 Charter	Town and Country,	·			
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Charter Career Fair Plaza 63303 Candyce Walker 314-938-5405 No 7 St. Charles Community College Job Board Building Room 1204 63376 Martha Toebben 636-922-8243 No 0 Florrissant Valley Community College Job Board 3400 Pershall Rd St. Louis, MO 63135 Antoinette Boyd 314-543-4227 No 0 Lewis and Clark Community College Job Board 5800 Godfrey Rd Godfrey, IL 62035 Terry Lane 618-468-5500 No 0 Meramec Community College 11333 Big Bend		2 Convention Center	St. Charles, MO	·			
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Community College Job Board Drive, Administration Building Room 1204 63376 Martha Toebben 636-922-8243 No 0 Florrissant Valley Community College Job Board 3400 Pershall Rd St. Louis, MO 63135 Antoinette Boyd 314-543-4227 No 0 Lewis and Clark Community College Job Board 5800 Godfrey Rd Godfrey, IL 62035 Terry Lane 618-468-5500 No 0 Meramec Community College 11333 Big Bend				j			
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Community College Job Board 3400 Pershall Rd St. Louis, MO 63135 Antoinette Boyd 314-543-4227 No 0 Lewis and Clark Community College Job Board 5800 Godfrey Rd Godfrey, IL 62035 Terry Lane 618-468-5500 No 0 Meramec Community College 11333 Big Bend		Ŭ					
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Lewis and Clark Community College Job Board 5800 Godfrey Rd Godfrey, IL 62035 Terry Lane 618-468-5500 No 0 Meramec Community College 11333 Big Bend	Job Board	3400 Pershall Rd	St. Louis, MO 63135	Antoinette Bovd	314-543-4227	No	0
Community College Job Board 5800 Godfrey Rd Godfrey, IL 62035 Terry Lane 618-468-5500 No 0 Meramec Community College 11333 Big Bend						-	
Job Board 5800 Godfrey Rd Godfrey, IL 62035 Terry Lane 618-468-5500 No 0 Meramec Community College 11333 Big Bend							
Meramec Community College 11333 Big Bend	, ,	5800 Godfrev Rd	Godfrev, IL 62035	Terry Lane	618-468-5500	No	0
Community College 11333 Big Bend				,		-	†
		11333 Big Bend					
	Job Board	Road	St. Louis. MO 63122	Rita Reinhardt	314-984-7611	No	0

Forest Park						
Community College						
Job Board	5600 Oakland Ave	St. Louis, MO 63110	Rita Reinhardt	314-984-7611	No	0
University of						
Missouri Job Board	1 University Blvd	St. Louis, MO 63121	Julie Kaemer	314-516-5111	No	0
SalesJobs.com Job						
Board	55 Leveroni Court	Novato CA	Kelly McCoy	415-453-4342	No	0
		Overland Park, KS		877-777-1037 Ext		
SalesTrax Job Board	7111 W 51st St	66223	Gary Upah	206	No	0
Florrissant Valley						
Community College						
Job Fair	3400 Pershall Rd	St. Louis, MO 63135	Antoinette Boyd	314-513-4269	No	1
	111 Boulder	Bridgeton, MO				
Macy's Job Fair	Industrial Dr	63044	Kanisha White	314-738-5038	No	7
	3640 Corporate Trail					
ITT Tech Job Fair	Dr	63045	Laverne Gillespie	314-298-7800	No	0
Ranken Technical						
College Job Fair	4431 Finney Ave	St. Louis, MO 63113		314-286-3665	No	0
			Critique IT			
		Ferguson, MO	LLC/Diversity Job			
Diversity Job Fair	1050 Smith Ave	63135	Fair	314-252-0306	No	1
Hiring Our Heroes	12365 St. Charles	Bridgeton, MO				
Job Fair	Rock Road	63044	Brandy Scheer	636-778-3449	No	0
	750 Northwest Plaza					
Employee Referral	Dr	St. Ann, MO 63074	Candyce Walker	636-938-5405	No	341
Lee Hecht Harrison	14567 North Outer	Chesterfield, MO	Https://jobscout.lhh.c			
Job Scout	40 Road #350	63017	<u>om</u>	636-681-1100	No	0
GlassDoor.com*						7
TV*						7
Careerbuilder*						2
Craigslist*						7
LinkedIn*						12
Google*						28
Cable Fax*						0
Simply Hired*						2
Beyond.com*						2
JobNewsStl.com*						1
Radio*						1
Monster*						10

^{*} 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
			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
1	Tuition Reimbursement	Ongoing	advanced positions.
			Charter Communications requires new employees complete training on the following
			topics: fostering mutual respect in the workplace, Charter's Code of Conduct, information
	Training Programs for All		security, privacy, records and information management, timekeeping, and performance
2	Employees	Ongoing	management.
		<u> </u>	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
	Training Programs for		electronic courses span a variety of topics, including communication, presentation, time
	Management-Level		management, managing change, project management, treating employees fairly, and
3	Employees	Ongoing	software skills.
		<u> </u>	Employees who refer applicants who are hired in an Inbound Sales position and remain
4	Employee Referal Program	Ongoing	employed for 90 days receive a \$300 bonus.
<u> </u>	Florissant Valley	Origoning	compleyed for do days receive a 4000 benue.
	Community College Job		
5	Fair	10/27/2015, 3/23/16	Participated in job fair and met with potential candidates
<u> </u>	1	10/21/2010, 0/20/10	T attorpated in job fail and met with petermar carrataces
6	Macy's Job Fair	1/28/2016, 3/10/16	Participated in job fair and met with potential candidates
۳	Wacy 5 500 Full	1/20/2010, 0/10/10	r artioipated in job fair and thet with potential carialades
7	ITT Tech Job Fair	2/18/2016	Participated in job fair and met with potential candidates
'	Ranken Tech College Job	2/10/2010	r articipated in job fair and met with potential candidates
	Fair	3/3/2016	Darticipated in job fair and met with notantial condidates
<u> </u>	Fall	3/3/2010	Participated in job fair and met with potential candidates
	Diversity Career Fair	2/0/2016	Derticinated in job fair and mat with natantial candidates
9	Diversity Career Fair	3/9/2016	Participated in job fair and met with potential candidates
10	Charter Career Fair	3/15/2016	Facilitated job fair and met with potential candidates
10	Lewis and Clark	3/31/16-4/30/16,	i adilitated job fall and thet with potential candidates
	Community College Job	4/4/16-5/3/16, 5/3/16-	
11	Board	6/2/16	Placed Ad for open positions in our Inbound Sales Department that are open at Charter
 ''	Florissant Valley	3/31/16-4/30/16,	riaced Ad for open positions in our inboding sales Department that are open at Charter
	Community College Job	4/4/16-5/3/16, 5/3/16-	
12	Board	6/2/16	Placed Ad for open positions in our Inbound Sales Department that are open at Charter
12	Doald	3/31/16-4/30/16,	riaced Ad for open positions in our inboding sales department that are open at Charter
	Meramec Community	4/4/16-5/3/16, 5/3/16-	
12	College Job Board	6/2/16	Placed Ad for open positions in our Inbound Sales Department that are open at Charter
13	College Job Boald	0/2/10	riaced Ad for open positions in our impound sales bepartment that are open at Charter

		3/31/16-4/30/16,	
	Forest Park Community	4/4/16-5/3/16, 5/3/16-	
14	College Job Board	6/2/16	Placed Ad for open positions in our Inbound Sales Department that are open at Charter
		3/31/16-4/30/16,	
	St. Charles Community	4/4/16-5/3/16, 5/3/16-	
15	College Job Board	6/2/16	Placed Ad for open positions in our Inbound Sales Department that are open at Charter
		3/31/16-4/30/16,	
	University of Missouri at St.	4/4/16-5/3/16, 5/3/16-	
16	Louis Job Board	6/2/16	Placed Ad for open positions in our Inbound Sales Department that are open at Charter
17	Hiring our Heroes Job Fair	4/20/2016	Participated in job fair and met with potential candidates
		6/3/16-7/3/16, 7/21/16-	
18	Indeed.com	8/21/16, 8/9/16-9/9/16	Placed Ad for open positions in our Inbound Sales Department that are open at Charter
19	Salesjobs.com	8/22/16-9/22/16	Placed Ad for open positions in our Inbound Sales Department that are open at Charter
20	Salestrax.com	8/22/16-9/22/16	Placed Ad for open positions in our Inbound Sales Department that are open at Charter
	Meramec Community		
21	College Job Fair	8/26/2016	Participated in job fair and met with potential candidates