

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

Req #	Job Title	Source	Interviewees Referred	Number 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		
1602810	Assoc Technical Specialist	Internal	3	1
		Charter.com	0	0
		Direct Employers	0	0
		jobs.mo.gov	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

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 Reserve Committee)	0	0
1504901 Total			5	1
1507002	Communication Desk Specialist	Internal	11	1
		Direct Employers	0	0
1507002 Total			11	1
1602168	Communication Desk Specialist	Internal	1	1
		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 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
1602429 Total			3	1
1501690	Curriculum Developer	LinkedIn	1	0
		Internal	5	3
		Charter.com	0	0
		Direct Employers	0	0

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 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
1501690 Total			16	4
1505814	Curriculum Developer	CareerBuilder.com	1	0
		Company Recruiter	1	0
		GlassDoor	3	0
		Google	1	0
		LinkedIn	1	0
		Internal	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

1601147	Curriculum Developer	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
1601147 Total			8	1
1601222	Cust Rel Coord-Internet/Phone	Charter.com	14	11
		Direct Employers	0	0
		Referral*	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
1601222 Total			31	23
1601438	Cust Rel Coord-Internet/Phone	Google	1	1
		Internal	1	0
		Charter.com	12	6
		Direct Employers	0	0
		Referral*	21	11
		Craigslist.com	1	0
		Macys Call Center Onsite Job Fair	3	1
		jobs.mo.gov	0	0
		Facebook Job Post	2	1
		Indeed.com	7	0
		TV News	2	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

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

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	0	0
		Facebook Job Post	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

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 Reserve Committee)	0	0
1602924 Total			28	14
1603115	Cust Rel Coord-Internet/Phone	Company Recruiter	2	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 Reserve Committee)	0	0
1603115 Total			64	37
1604530	Cust Rel Coord-Internet/Phone	CareerBuilder.com	1	1
		Internal	1	1
		Charter.com	7	4
		Direct Employers	0	0
		Referral*	20	7
		jobs.mo.gov	0	0

1604530	Cust Rel Coord-Internet/Phone	Indeed.com	7	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 Reserve Committee)	0	0
1604530 Total			36	16
1601989	Customer Support Lead	Internal	17	3
		Direct Employers	0	0
1601989 Total			17	3
1602773	Customer Support Lead	Internal	1	1
		Direct Employers	0	0
1602773 Total			1	1
1602816	Customer Support Lead	Internal	8	1
		Direct Employers	0	0
1602816 Total			8	1
1603178	Customer Support Lead	Internal	4	1
		Direct Employers	0	0
1603178 Total			4	1
1603370	Customer Support Lead	Internal	22	2
		Direct Employers	0	0
1603370 Total			22	2
1604281	Customer Support Lead	Internal	3	3
		Direct Employers	0	0
1604281 Total			3	3
1504033	Design Specialist	Internal	3	1
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	2	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
1504033 Total			5	1

1604144	Dir, Customer Care	Internal	5	1
		Direct Employers	0	0
1604144 Total			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 Total			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 Total			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

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 Total			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 Total			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 Total			4	1
1507169	Operations Analyst I-Ops	Local Job Network	1	0
		Internal	5	1
		Charter.com	0	0
		Direct Employers	0	0

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 Total			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 Total			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 Total			8	4
1601146	Process Analyst	Internal	5	2
		Charter.com	0	0

1601146	Process Analyst	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
1601146 Total			5	2
1604450	Process Mgr, Consumer Ops	Internal	5	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
1604450 Total			6	1
1505318	Quality Specialist	Internal	6	6
		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

1505276	Rep I, Internet/Phone Repair	jobs.mo.gov	0	0
		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 Reserve Committee)	0	0
1505343 Total			34	23
1505499	Rep I, Internet/Phone Repair	GlassDoor	2	2
		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	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 Total			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 Total			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

1507055	Rep I, Internet/Phone Repair	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
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

1601839	Sup, Communication Desk	MOESGR (The Missouri Employer Support of the Guard and 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 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
1602514 Total			6	1
1603167	Sup, Cust Care Call Ctr -Resi	Internal	7	4
		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

1603167	Sup, Cust Care Call Ctr -Resi	Harris Stowe University MOESGR (The Missouri Employer Support of the Guard and Reserve Committee)	0	0
1603167 Total			7	4
1403364	Sup, Internet/Phone Repair	Internal	1	1
		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

1505504	Trainer I	MOESGR (The Missouri Employer Support of the Guard and 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 Support Division / Rehabilitation Services for the Blind	0	0
		Harris Stowe University	0	0

1507055	Rep I, Internet/Phone Repair	MOESGR (The Missouri Employer Support of the Guard and 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 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	
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 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 University	1030 Wolfrum Road	Weldon Springs, MO 63304		636-229-3200	No	0
St. Charles Community College	4601 Mid Rivers Mall	Cottleville, MO 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 Blind	3867 Magnolia Ave	St. Louis, MO 63110	Sharon Silverstein, 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
jobs.mo.gov	212 Turner Blvd.	St. Peters, MO 63376	Holly Dickerson/Lori 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 Committee)	16987 Riverdale Dr	Chesterfield, MO 63005	Brandy Scheer	636-778-3449	No	0
Telecomcareers.net	3112 Windsor Suite 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 their 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 Coordinator 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

Req #	Job Title	Source	Interviewees Referred	Number 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	1	0

1506210	Field Retention Specialist	Internal	3	3
		Charter.com	4	2
		Direct Employers	0	0
		Referral*	11	5
		Craig's List*	1	0
1506210 Total			20	10
1404422	Inbound Sales Rep	Indeed	10	6
		Charter.com	13	2
		Direct Employers	0	0
		Referral*	12	8
		STLCC	0	0
		Google*	5	1
		Monster*	2	1
		Simply Hired*	1	0
		Radio*	1	0
		Facebook*	0	0
		Craig's List*	1	0
		LinkedIn*	1	0
		TV*	2	1
		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

1505853	Inbound Sales Rep	Charter.com	11	3
		Direct Employers	0	0
		Referral*	36	11
		Google*	2	1
		Charter Career Fair	0	0
		GlassDoor*	1	0
		LinkedIn*	1	0
1505853 Total			72	18
1506715	IP Telephony Engineer III	Indeed	1	1
		Internal	0	0
		Charter.com	0	0
		Direct Employers	0	0
		RecruitMilitary	0	0
		Multichannel News	0	0
		Cable Fax*	0	0
1506715 Total			1	1
1505283	Mgr, Service Delivery - LNP-OM	Internal	2	2
		Charter.com	0	0
		Direct Employers	0	0
1505283 Total			2	2
1505056	Process Analyst	Internal	1	0
		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

1505284	Service Delivery Coord I	Direct Employers	0	0
		Referral*	6	3
		Charter Career Fair	0	0
1505284 Total			20	10
1504557	Serviceability Advocate	Internal	4	0
		Charter.com	0	0
		Direct Employers	0	0
		St. Louis Community College Job Fair	0	0
1504557 Total			4	0
1505946	Serviceability Advocate	Internal	5	3
		Charter.com	0	0
		Direct Employers	0	0
		St. Louis Community College Job Fair	0	0
1505946 Total			5	3
1505947	Serviceability Advocate	Indeed	3	0
		Internal	22	13
		Charter.com	2	0
		Direct Employers	0	0
		Macy's Job Fair	0	0
1505947 Total			27	13
1506197	Sr Dir, Provisioning	Internal	2	2
		Charter.com	0	0
		Direct Employers	0	0
1506197 Total			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	0
		Direct Employers	0	0
		Macy's Job Fair	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
1507358 Total			2	1
1603139	Dir, Inbound Sales	Charter.com	0	0
		Direct Employers	0	0
		Multichannel News	0	0
		Cable Fax*	0	0
1603139 Total			0	0
1601331	Facilities Administrator	Internal	3	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
		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
		Charter Career Fair	0	0
		Diversity Job Fair	0	0
1601331 Total			4	1
1506817	HR Coordinator II	Charter.com	0	0
		Direct Employers	0	0
		Beyond.com*	1	0
1506817 Total			1	0
1601139	Human Resources Generalist II	Indeed	1	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	3	2
		Macy's Job Fair	0	0
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	0
		LinkedIn*	1	0
		TV*	1	0
1506853 Total			50	9
1601159	Inbound Sales Rep	Indeed	15	3
		Charter.com	11	2

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
		TV*	1	0
1601159 Total			39	12
1601689	Inbound Sales Rep	Indeed	18	4
		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
		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
		Hiring Our Heroes Job Fair	0	0
		Indeed.com Job Board	0	0
		Facebook*	1	0
		Beyond.com*	1	0
1602460 Total			91	28
1506889	Mgr, Business Controls	Indeed	1	0
		Internal	2	2

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	1	0
		Charter.com	0	0

1603321	Recruiter I	Direct Employers	0	0
1603321 Total			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			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			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			11	2
1603104	Serviceability Advocate	Internal	9	2
		Charter.com	0	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			6	1
1506434	Sup, Service Delivery	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	2	1
		Macy's Job Fair	0	0
1506434 Total			3	2
1507209	Sup, Service Delivery	Internal	7	0
		Charter.com	0	0
		Direct Employers	0	0
		St. Louis Community College Job Fair	0	0
		Macy's Job Fair	4	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
1507209 Total			11	0
1602786	Sup, Service Delivery	Internal	3	1
		Charter.com	0	0
		Direct Employers	0	0
		St. Louis Community College Job Fair	0	0
1602786 Total			3	1
1603218	Sup, Service Delivery	Internal	4	2

1603218	Sup, Service Delivery	Charter.com	0	0
		Direct Employers	0	0
1603218 Total			4	2
1603812	Sup, Service Delivery	Internal	3	1
		Charter.com	0	0
		Direct Employers	0	0
1603812 Total			3	1
1604425	Sup, Service Delivery	Internal	1	0
		Charter.com	0	0
		Direct Employers	0	0
1604425 Total			1	0
1505922	Sup, Strategic Accounts	Internal	5	2
		Charter.com	0	0
		Direct Employers	0	0
		St. Louis Community College Job Fair	0	0
1505922 Total			5	2
1603353	Sup, Strategic Accounts	Internal	3	1
		Charter.com	0	0
		Direct Employers	0	0
1603353 Total			3	1
1505424	Trainer I	Indeed	1	0
		Internal	5	0
		Charter.com	2	1
		Direct Employers	0	0
		ITT Tech Job Fair	0	0
1505424 Total			8	1
1601799	Trainer I	Internal	4	2
		Charter.com	0	0
		Direct Employers	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
1601799 Total			4	2
1603328	Trainer I	Internal	1	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

1601279 Total			8	1
1601920	Workforce Mgmt Care Coord I	Indeed	1	0
		Internal	2	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
		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
		Stltoday.com*	0	0
1601920 Total			4	1
1602874	Inbound Sales Rep	Indeed	49	27
		Charter.com	44	25
		Direct Employers	0	0
		Referral*	45	22
		Google*	1	0
		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
		Hiring Our Heroes Job Fair	0	0
		Monster*	3	1
		Facebook*	1	1
		Craig's List*	2	1
		LinkedIn*	1	1
1602874 Total			146	78
1603757	Inbound Sales Rep	Indeed	28	11
		Charter.com	26	12
		Direct Employers	0	0
		Referral*	33	12
		Google*	4	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*	4	1
		CareerBuilder.com*	1	1
1603757 Total			96	39
1604418	Inbound Sales Rep	Indeed	35	12
		Charter.com	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 Total			115	62
Grand Total			1263	465

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	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	493
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	0
Indeed	6433 Champion Grandview Way Building 1	Austin, Texas 78750	Indeed.com	N/A	No	315
Charter Cross Channel Message	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	0
Facebook	1601 Willow Road	Menlo Park, CA 94025	Facebook.com	N/A	No	12
Stltoday.com	900 N Tucker Blvd	St. Louis, MO 63102	Wes Shirley	314-543-6668	No	0
NBC 5 News - KSDK	1000 Market Street	St. Louis, MO 63101	Wes Shirley	314-543-6668	No	1
CBS 4 News - KMOV	1 Memorial Drive	St. Louis, MO 63102	Wes Shirley	314-543-6668	No	1
KSDK.com	1000 Market Street	St. Louis, MO 63101	Wes Shirley	314-543-6668	No	0
Charter Career Fair	941 Charter Commons Dr	Town and Country, MO 63017	Candyce Walker	314-938-5405	No	5
Charter Career Fair	2 Convention Center Plaza	St. Charles, MO 63303	Candyce Walker	314-938-5405	No	7
St. Charles Community College Job Board	4601 Mid Rivers Mall Drive, Administration Building Room 1204	Cottleville, MO 63376	Martha Toebben	636-922-8243	No	0
Florissant 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 Job Board	11333 Big Bend 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
SalesTrax Job Board	7111 W 51st St	Overland Park, KS 66223	Gary Upah	877-777-1037 Ext 206	No	0
Florissant Valley Community College Job Fair	3400 Pershall Rd	St. Louis, MO 63135	Antoinette Boyd	314-513-4269	No	1
Macy's Job Fair	111 Boulder Industrial Dr	Bridgeton, MO 63044	Kanisha White	314-738-5038	No	7
ITT Tech Job Fair	3640 Corporate Trail Dr	Earth City, MO 63045	Laverne Gillespie	314-298-7800	No	0
Ranken Technical College Job Fair	4431 Finney Ave	St. Louis, MO 63113	Janie Summers	314-286-3665	No	0
Diversity Job Fair	1050 Smith Ave	Ferguson, MO 63135	Critique IT LLC/Diversity Job Fair	314-252-0306	No	1
Hiring Our Heroes Job Fair	12365 St. Charles Rock Road	Bridgeton, MO 63044	Brandy Scheer	636-778-3449	No	0
Employee Referral	750 Northwest Plaza Dr	St. Ann, MO 63074	Candyce Walker	636-938-5405	No	341
Lee Hecht Harrison Job Scout	14567 North Outer 40 Road #350	Chesterfield, MO 63017	https://jobscout.lhh.com	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
1	Tuition Reimbursement	Ongoing	Charter Communications has a tuition reimbursement program where employees can take college courses to enhance their skills to better prepare them for their current jobs and/or advanced positions.
2	Training Programs for All Employees	Ongoing	Charter Communications requires new employees complete training on the following topics: fostering mutual respect in the workplace, Charter's Code of Conduct, information security, privacy, records and information management, timekeeping, and performance management.
3	Training Programs for Management-Level Employees	Ongoing	Employees at the supervisor level and above can participate in a variety of training programs devised to assist with leadership development and policy administration skills. Offerings provided at various times during this plan year included Civil Treatment for Leaders, Communicating for Leadership Success, Coaching for Peak Performance, Interviewing and Selection, Planning and Delegation, and High Performing Teams. Charter also offers a robust training offering on an electronic learning platform. These electronic courses span a variety of topics, including communication, presentation, time management, managing change, project management, treating employees fairly, and software skills.
4	Employee Referral Program	Ongoing	Employees who refer applicants who are hired in an Inbound Sales position and remain employed for 90 days receive a \$300 bonus.
5	Florissant Valley Community College Job Fair	10/27/2015, 3/23/16	Participated in job fair and met with potential candidates
6	Macy's Job Fair	1/28/2016, 3/10/16	Participated in job fair and met with potential candidates
7	ITT Tech Job Fair	2/18/2016	Participated in job fair and met with potential candidates
8	Ranken Tech College Job Fair	3/3/2016	Participated in job fair and met with potential 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
11	Lewis and Clark Community College Job Board	3/31/16-4/30/16, 4/4/16-5/3/16, 5/3/16-6/2/16	Placed Ad for open positions in our Inbound Sales Department that are open at Charter
12	Florissant Valley Community College Job Board	3/31/16-4/30/16, 4/4/16-5/3/16, 5/3/16-6/2/16	Placed Ad for open positions in our Inbound Sales Department that are open at Charter
13	Meramec Community College Job Board	3/31/16-4/30/16, 4/4/16-5/3/16, 5/3/16-6/2/16	Placed Ad for open positions in our Inbound Sales Department that are open at Charter

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