

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  
12406 - CM St. Louis Cnty MO**

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

Total Number of Full-Time Vacancies Filled During This Period: 35  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 144

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

**FULL-TIME VACANCIES FILLED**

State MO  
FCC Unit 12406 - CM St. Louis Cnty MO

| Req #                            | Job Title           | Source                                | Number                |          |
|----------------------------------|---------------------|---------------------------------------|-----------------------|----------|
|                                  |                     |                                       | Interviewees Referred | Hired    |
| 1505090                          | Producer/Director   | CableFax                              | 0                     | 0        |
|                                  |                     | Glassdoor                             | 0                     | 0        |
|                                  |                     | RecruitMilitary                       | 0                     | 0        |
|                                  |                     | Charter.com                           | 2                     | 1        |
|                                  |                     | Direct Employers                      | 0                     | 0        |
|                                  |                     | Referral*                             | 1                     | 0        |
|                                  |                     | Indeed.com*                           | 2                     | 0        |
|                                  |                     | Multi-Channel News                    | 0                     | 0        |
|                                  |                     | Westminster College                   | 0                     | 0        |
|                                  |                     | Harris-Stowe State University         | 0                     | 0        |
| University of Missouri-St. Louis | 0                   | 0                                     |                       |          |
| <b>1505090 Total</b>             |                     |                                       | <b>5</b>              | <b>1</b> |
| 1602376                          | Video Engineer I    | Glassdoor                             | 0                     | 0        |
|                                  |                     | RecruitMilitary                       | 0                     | 0        |
|                                  |                     | Internal                              | 2                     | 1        |
|                                  |                     | Charter.com                           | 0                     | 0        |
|                                  |                     | Direct Employers                      | 0                     | 0        |
|                                  |                     | Referral*                             | 1                     | 0        |
|                                  |                     | The University of Alabama Career Fair | 0                     | 0        |
| <b>1602376 Total</b>             |                     |                                       | <b>3</b>              | <b>1</b> |
| 1505497                          | Account Coordinator | CableFax                              | 0                     | 0        |

|                      |                                |  |          |          |
|----------------------|--------------------------------|--|----------|----------|
| 1505497              | Account Coordinator            | Glassdoor  | 0        | 0        |
|                      |                                | RecruitMilitary  | 0        | 0        |
|                      |                                | Internal   | 1        | 1        |
|                      |                                | Charter.com  | 0        | 0        |
|                      |                                | Direct Employers   | 0        | 0        |
|                      |                                | Multi-Channel News   | 0        | 0        |
|                      |                                | Westminster College  | 0        | 0        |
|                      |                                | Harris-Stowe State University                                  | 0        | 0        |
|                      |                                | University of Missouri-St. Louis                               | 0        | 0        |
| <b>1505497 Total</b> |                                |  | <b>1</b> | <b>1</b> |
| 1506321              | Account Coordinator            | CableFax   | 0        | 0        |
|                      |                                | Glassdoor  | 0        | 0        |
|                      |                                | LinkedIn   | 0        | 0        |
|                      |                                | RecruitMilitary  | 0        | 0        |
|                      |                                | Internal   | 3        | 1        |
|                      |                                | Charter.com  | 0        | 0        |
|                      |                                | Direct Employers   | 0        | 0        |
|                      |                                | Multi-Channel News   | 0        | 0        |
|                      |                                | Westminster College  | 0        | 0        |
|                      |                                | Harris-Stowe State University                                  | 0        | 0        |
|                      |                                | University of Missouri-St. Louis                               | 0        | 0        |
|                      |                                | Southwestern Illinois College 11th Annual Veterans Hiring Even | 0        | 0        |
| <b>1506321 Total</b> |                                |  | <b>3</b> | <b>1</b> |
| 1603267              | Assoc Media Content Technician | CableFax   | 0        | 0        |
|                      |                                | Glassdoor  | 0        | 0        |
|                      |                                | RecruitMilitary  | 0        | 0        |
|                      |                                | Charter.com  | 1        | 0        |
|                      |                                | Direct Employers   | 0        | 0        |
|                      |                                | Indeed.com*  | 2        | 1        |
|                      |                                | Multi-Channel News   | 0        | 0        |
|                      |                                | Westminster College  | 0        | 0        |
|                      |                                | Harris-Stowe State University                                  | 0        | 0        |
| <b>1603267 Total</b> |                                |  | <b>3</b> | <b>1</b> |
| 1505643              | Assoc Media Traffic Coord      | CableFax   | 0        | 0        |
|                      |                                | Glassdoor  | 0        | 0        |
|                      |                                | RecruitMilitary  | 0        | 0        |
|                      |                                | Charter.com  | 0        | 0        |
|                      |                                | Direct Employers   | 0        | 0        |
|                      |                                | Referral*  | 1        | 1        |
|                      |                                | Multi-Channel News   | 0        | 0        |
|                      |                                | Westminster College  | 0        | 0        |
|                      |                                | Harris-Stowe State University                                  | 0        | 0        |
| <b>1505643 Total</b> |                                |  | <b>1</b> | <b>1</b> |
| 1506393              | Assoc Media Traffic Coord      | CableFax   | 0        | 0        |

|                      |                            |  |          |          |
|----------------------|----------------------------|--|----------|----------|
| 1506393              | Assoc Media Traffic Coord  | Glassdoor  | 0        | 0        |
|                      |                            | LinkedIn   | 0        | 0        |
|                      |                            | RecruitMilitary  | 0        | 0        |
|                      |                            | Internal   | 3        | 1        |
|                      |                            | Charter.com  | 1        | 0        |
|                      |                            | Direct Employers   | 0        | 0        |
|                      |                            | Referral*  | 2        | 0        |
|                      |                            | Indeed.com*  | 1        | 0        |
|                      |                            | Multi-Channel News   | 0        | 0        |
|                      |                            | Westminster College  | 0        | 0        |
|                      |                            | Harris-Stowe State University                                  | 0        | 0        |
|                      |                            | Southwestern Illinois College 11th Annual Veterans Hiring Even | 0        | 0        |
| <b>1506393 Total</b> |                            |  | <b>7</b> | <b>1</b> |
| 1601659              | Assoc Media Traffic Coord  | CableFax   | 0        | 0        |
|                      |                            | Glassdoor  | 0        | 0        |
|                      |                            | RecruitMilitary  | 0        | 0        |
|                      |                            | Charter.com  | 3        | 1        |
|                      |                            | Direct Employers   | 0        | 0        |
|                      |                            | Referral*  | 2        | 0        |
|                      |                            | Indeed.com*  | 2        | 0        |
|                      |                            | Multi-Channel News   | 0        | 0        |
|                      |                            | Westminster College  | 0        | 0        |
|                      |                            | Harris-Stowe State University                                  | 0        | 0        |
|                      |                            | Northwood University Michigan Career Expo                      | 0        | 0        |
|                      |                            | Ranken Technical College Job Fair                              | 0        | 0        |
|                      |                            | Southeast Missouri State University Spring Career Fair         | 0        | 0        |
| <b>1601659 Total</b> |                            |  | <b>7</b> | <b>1</b> |
| 1602804              | Assoc Media Traffic Coord  | Glassdoor  | 0        | 0        |
|                      |                            | Charter.com  | 0        | 0        |
|                      |                            | Direct Employers   | 0        | 0        |
|                      |                            | Referral*  | 1        | 1        |
| <b>1602804 Total</b> |                            |  | <b>1</b> | <b>1</b> |
| 1506834              | Assoc System Administrator | Glassdoor  | 0        | 0        |
|                      |                            | LinkedIn   | 1        | 1        |
|                      |                            | Charter.com  | 0        | 0        |
|                      |                            | Direct Employers   | 0        | 0        |
| <b>1506834 Total</b> |                            |  | <b>1</b> | <b>1</b> |
| 1602802              | Assoc System Administrator | CableFax   | 0        | 0        |
|                      |                            | Glassdoor  | 0        | 0        |
|                      |                            | LinkedIn   | 0        | 0        |
|                      |                            | RecruitMilitary  | 0        | 0        |
|                      |                            | Internal   | 3        | 1        |
|                      |                            | Charter.com  | 0        | 0        |
|                      |                            | Direct Employers   | 0        | 0        |

|                      |                            |                               |           |          |
|----------------------|----------------------------|-------------------------------|-----------|----------|
| 1602802              | Assoc System Administrator | Referral*                     | 1         | 0        |
|                      |                            | Multi-Channel News            | 0         | 0        |
|                      |                            | Westminster College           | 0         | 0        |
|                      |                            | Harris-Stowe State University | 0         | 0        |
|                      |                            | Hero2Hired Mega Hiring Event  | 0         | 0        |
| <b>1602802 Total</b> |                            |                               | <b>4</b>  | <b>1</b> |
| 1506702              | Database Administrator     | Glassdoor                     | 0         | 0        |
|                      |                            | LinkedIn                      | 0         | 0        |
|                      |                            | Charter.com                   | 0         | 0        |
|                      |                            | Direct Employers              | 0         | 0        |
|                      |                            | Indeed.com*                   | 1         | 1        |
| <b>1506702 Total</b> |                            |                               | <b>1</b>  | <b>1</b> |
| 1603821              | Digital Ops Coordinator    | CableFax                      | 0         | 0        |
|                      |                            | Glassdoor                     | 0         | 0        |
|                      |                            | RecruitMilitary               | 0         | 0        |
|                      |                            | Internal                      | 1         | 1        |
|                      |                            | Charter.com                   | 1         | 1        |
|                      |                            | Direct Employers              | 0         | 0        |
|                      |                            | Multi-Channel News            | 0         | 0        |
|                      |                            | Westminster College           | 0         | 0        |
|                      |                            | Harris-Stowe State University | 0         | 0        |
| <b>1603821 Total</b> |                            |                               | <b>2</b>  | <b>2</b> |
| 1504640              | Media Billing Coordinator  | CableFax                      | 0         | 0        |
|                      |                            | Glassdoor                     | 0         | 0        |
|                      |                            | RecruitMilitary               | 0         | 0        |
|                      |                            | Internal                      | 1         | 1        |
|                      |                            | Charter.com                   | 8         | 0        |
|                      |                            | Direct Employers              | 0         | 0        |
|                      |                            | Referral*                     | 7         | 2        |
|                      |                            | Indeed.com*                   | 8         | 0        |
|                      |                            | Multi-Channel News            | 0         | 0        |
|                      |                            | Westminster College           | 0         | 0        |
|                      |                            | Harris-Stowe State University | 0         | 0        |
|                      |                            | Google*                       | 1         | 0        |
| <b>1504640 Total</b> |                            |                               | <b>25</b> | <b>3</b> |
| 1506959              | Media Billing Coordinator  | CableFax                      | 0         | 0        |
|                      |                            | Glassdoor                     | 0         | 0        |
|                      |                            | RecruitMilitary               | 0         | 0        |
|                      |                            | Charter.com                   | 4         | 1        |
|                      |                            | Direct Employers              | 0         | 0        |
|                      |                            | Referral*                     | 2         | 0        |
|                      |                            | Indeed.com*                   | 1         | 0        |
|                      |                            | Multi-Channel News            | 0         | 0        |
|                      |                            | Westminster College           | 0         | 0        |

|                      |                                |  |          |          |
|----------------------|--------------------------------|--|----------|----------|
| 1506959              | Media Billing Coordinator      | Harris-Stowe State University                          | 0        | 0        |
|                      |                                | Monster.com*   | 1        | 1        |
|                      |                                | Beyond.com*  | 1        | 0        |
|                      |                                | Asheville Area Chamber of Commerce Career Fair         | 0        | 0        |
| <b>1506959 Total</b> |                                |  | <b>9</b> | <b>2</b> |
| 1604172              | Media Platform Automation Spec | Glassdoor  | 0        | 0        |
|                      |                                | Internal   | 6        | 1        |
|                      |                                | Charter.com  | 0        | 0        |
|                      |                                | Direct Employers                                       | 0        | 0        |
|                      |                                | Referral*  | 1        | 0        |
|                      |                                | Westminster College                                    | 0        | 0        |
|                      |                                | Harris-Stowe State University                          | 0        | 0        |
| <b>1604172 Total</b> |                                |  | <b>7</b> | <b>1</b> |
| 1505631              | Media Traffic Coord            | CableFax   | 0        | 0        |
|                      |                                | Glassdoor  | 0        | 0        |
|                      |                                | RecruitMilitary  | 0        | 0        |
|                      |                                | Internal   | 1        | 1        |
|                      |                                | Charter.com  | 0        | 0        |
|                      |                                | Direct Employers                                       | 0        | 0        |
|                      |                                | Indeed.com*  | 2        | 0        |
|                      |                                | Multi-Channel News                                     | 0        | 0        |
|                      |                                | Westminster College                                    | 0        | 0        |
|                      |                                | Harris-Stowe State University                          | 0        | 0        |
| <b>1505631 Total</b> |                                |  | <b>3</b> | <b>1</b> |
| 1601470              | Network Operations Technician  | CableFax   | 0        | 0        |
|                      |                                | Glassdoor  | 0        | 0        |
|                      |                                | LinkedIn   | 0        | 0        |
|                      |                                | RecruitMilitary  | 0        | 0        |
|                      |                                | Internal   | 2        | 0        |
|                      |                                | Charter.com  | 0        | 0        |
|                      |                                | Direct Employers                                       | 0        | 0        |
|                      |                                | Referral*  | 3        | 1        |
|                      |                                | Multi-Channel News                                     | 0        | 0        |
|                      |                                | Westminster College                                    | 0        | 0        |
|                      |                                | Harris-Stowe State University                          | 1        | 0        |
|                      |                                | Northwood University Michigan Career Expo              | 0        | 0        |
|                      |                                | Southeast Missouri State University Spring Career Fair | 0        | 0        |
| <b>1601470 Total</b> |                                |  | <b>6</b> | <b>1</b> |
| 1602973              | Network Operations Technician  | CableFax   | 0        | 0        |
|                      |                                | Glassdoor  | 1        | 0        |
|                      |                                | RecruitMilitary  | 0        | 0        |
|                      |                                | Internal   | 4        | 1        |
|                      |                                | Charter.com  | 1        | 0        |
|                      |                                | Direct Employers                                       | 0        | 0        |

|                      |                               |                                  |          |          |
|----------------------|-------------------------------|----------------------------------|----------|----------|
| 1602973              | Network Operations Technician | Referral*                        | 1        | 0        |
|                      |                               | Multi-Channel News               | 0        | 0        |
|                      |                               | Hero2Hired Mega Hiring Event     | 0        | 0        |
| <b>1602973 Total</b> |                               |                                  | <b>7</b> | <b>1</b> |
| 1602971              | Principal Engineer I          | CableFax                         | 0        | 0        |
|                      |                               | Glassdoor                        | 0        | 0        |
|                      |                               | LinkedIn                         | 0        | 0        |
|                      |                               | RecruitMilitary                  | 0        | 0        |
|                      |                               | Internal                         | 1        | 1        |
|                      |                               | Charter.com                      | 0        | 0        |
|                      |                               | Direct Employers                 | 0        | 0        |
|                      |                               | Multi-Channel News               | 0        | 0        |
|                      |                               | Hero2Hired Mega Hiring Event     | 0        | 0        |
| <b>1602971 Total</b> |                               |                                  | <b>1</b> | <b>1</b> |
| 1604676              | Receptionist                  | CableFax                         | 0        | 0        |
|                      |                               | Glassdoor                        | 0        | 0        |
|                      |                               | RecruitMilitary                  | 0        | 0        |
|                      |                               | Charter.com                      | 0        | 0        |
|                      |                               | Direct Employers                 | 0        | 0        |
|                      |                               | Indeed.com*                      | 1        | 1        |
|                      |                               | Multi-Channel News               | 0        | 0        |
| <b>1604676 Total</b> |                               |                                  | <b>1</b> | <b>1</b> |
| 1603787              | Recruiter II                  | CableFax                         | 0        | 0        |
|                      |                               | Glassdoor                        | 0        | 0        |
|                      |                               | RecruitMilitary                  | 0        | 0        |
|                      |                               | Charter.com                      | 1        | 0        |
|                      |                               | Direct Employers                 | 0        | 0        |
|                      |                               | Indeed.com*                      | 2        | 1        |
|                      |                               | Multi-Channel News               | 0        | 0        |
|                      |                               | Westminster College              | 0        | 0        |
|                      |                               | Harris-Stowe State University    | 0        | 0        |
|                      |                               | University of Missouri-St. Louis | 0        | 0        |
|                      |                               | Webster University               | 0        | 0        |
|                      |                               | LinkedIn*                        | 0        | 0        |
| <b>1603787 Total</b> |                               |                                  | <b>3</b> | <b>1</b> |
| 1506528              | Sr Data System Administrator  | Glassdoor                        | 0        | 0        |
|                      |                               | LinkedIn                         | 0        | 0        |
|                      |                               | Charter.com                      | 0        | 0        |
|                      |                               | Direct Employers                 | 0        | 0        |
|                      |                               | Referral*                        | 1        | 1        |
| <b>1506528 Total</b> |                               |                                  | <b>1</b> | <b>1</b> |
| 1506019              | Sr ETL Developer              | Glassdoor                        | 0        | 0        |
|                      |                               | LinkedIn                         | 0        | 0        |
|                      |                               | Charter.com                      | 0        | 0        |

|                      |                                |  |          |          |
|----------------------|--------------------------------|--|----------|----------|
| 1506019              | Sr ETL Developer               | Direct Employers                                       | 0        | 0        |
|                      |                                | Referral*  | 1        | 1        |
| <b>1506019 Total</b> |                                |  | <b>1</b> | <b>1</b> |
| 1506761              | Sr Med Billing Process Analyst | CableFax   | 0        | 0        |
|                      |                                | Glassdoor  | 0        | 0        |
|                      |                                | RecruitMilitary  | 0        | 0        |
|                      |                                | Internal   | 1        | 1        |
|                      |                                | Charter.com  | 0        | 0        |
|                      |                                | Direct Employers                                       | 0        | 0        |
|                      |                                | Multi-Channel News                                     | 0        | 0        |
|                      |                                | Asheville Area Chamber of Commerce Career Fair         | 0        | 0        |
| <b>1506761 Total</b> |                                |  | <b>1</b> | <b>1</b> |
| 1503655              | Sr SQL Report Developer        | CableFax   | 0        | 0        |
|                      |                                | Glassdoor  | 0        | 0        |
|                      |                                | LinkedIn   | 2        | 0        |
|                      |                                | RecruitMilitary  | 0        | 0        |
|                      |                                | Charter.com  | 1        | 0        |
|                      |                                | Direct Employers                                       | 0        | 0        |
|                      |                                | Indeed.com*  | 2        | 0        |
|                      |                                | Multi-Channel News                                     | 0        | 0        |
|                      |                                | Westminster College                                    | 0        | 0        |
|                      |                                | Harris-Stowe State University                          | 0        | 0        |
|                      |                                | Ranken Technical College Job Fair                      | 0        | 0        |
|                      |                                | Monster.com*   | 3        | 1        |
| <b>1503655 Total</b> |                                |  | <b>8</b> | <b>1</b> |
| 1601424              | Sup, MNOC                      | CableFax   | 0        | 0        |
|                      |                                | Glassdoor  | 0        | 0        |
|                      |                                | LinkedIn   | 0        | 0        |
|                      |                                | RecruitMilitary  | 0        | 0        |
|                      |                                | Internal   | 2        | 0        |
|                      |                                | Charter.com  | 1        | 1        |
|                      |                                | Direct Employers                                       | 0        | 0        |
|                      |                                | Referral*  | 1        | 0        |
|                      |                                | Indeed.com*  | 1        | 0        |
|                      |                                | Multi-Channel News                                     | 0        | 0        |
|                      |                                | Westminster College                                    | 0        | 0        |
|                      |                                | Harris-Stowe State University                          | 0        | 0        |
|                      |                                | Northwood University Michigan Career Expo              | 0        | 0        |
|                      |                                | Southeast Missouri State University Spring Career Fair | 0        | 0        |
| <b>1601424 Total</b> |                                |  | <b>5</b> | <b>1</b> |
| 1504638              | Technical Specialist I         | CableFax   | 0        | 0        |
|                      |                                | Glassdoor  | 0        | 0        |
|                      |                                | RecruitMilitary  | 0        | 0        |
|                      |                                | Internal   | 3        | 0        |

|                      |                        |                               |           |          |
|----------------------|------------------------|-------------------------------|-----------|----------|
| 1504638              | Technical Specialist I | Charter.com                   | 0         | 0        |
|                      |                        | Direct Employers              | 0         | 0        |
|                      |                        | Referral*                     | 1         | 1        |
|                      |                        | Multi-Channel News            | 0         | 0        |
|                      |                        | Westminster College           | 0         | 0        |
|                      |                        | Harris-Stowe State University | 0         | 0        |
| <b>1504638 Total</b> |                        |                               | <b>4</b>  | <b>1</b> |
| 1603877              | Technical Specialist I | Glassdoor                     | 0         | 0        |
|                      |                        | LinkedIn                      | 1         | 0        |
|                      |                        | Internal                      | 4         | 0        |
|                      |                        | Charter.com                   | 2         | 0        |
|                      |                        | Direct Employers              | 0         | 0        |
|                      |                        | Referral*                     | 1         | 1        |
|                      |                        | Indeed.com*                   | 4         | 0        |
|                      |                        | Google*                       | 1         | 0        |
| <b>1603877 Total</b> |                        |                               | <b>13</b> | <b>1</b> |
| 1602912              | Video Editor           | CableFax                      | 0         | 0        |
|                      |                        | Glassdoor                     | 1         | 0        |
|                      |                        | RecruitMilitary               | 0         | 0        |
|                      |                        | Charter.com                   | 1         | 0        |
|                      |                        | Direct Employers              | 0         | 0        |
|                      |                        | Indeed.com*                   | 6         | 1        |
|                      |                        | Multi-Channel News            | 0         | 0        |
|                      |                        | Harris-Stowe State University | 0         | 0        |
|                      |                        | Beyond.com*                   | 2         | 1        |
|                      |                        | Hero2Hired Mega Hiring Event  | 0         | 0        |
|                      |                        | St. Charles Community College | 0         | 0        |
| <b>1602912 Total</b> |                        |                               | <b>10</b> | <b>2</b> |
| Grand Total          |                        |                               | 144       | 35       |



**RECRUITMENT SOURCE LIST**

| <b>Name of Recruitment Source</b>                               | <b>Street Address</b>             | <b>City, State, Zip</b> | <b>Contact Person</b> | <b>Telephone Number</b> | <b>Entitled to Notification?</b> | <b>Total Number of Referrals</b> |
|---|-----------------------------------|-------------------------|-----------------------|-------------------------|----------------------------------|----------------------------------|
| Direct Employers  | 9002 N. Purdue Rd., Ste. 100      | Indianapolis, IN 42628  | directemployers.org   | 317-874-9000            | No                               | 0                                |
| Charter.com   | 12405 Powerscourt Dr.             | St. Louis, MO 63131     | charter.com/careers   | 314-965-0555            | No                               | 27                               |
| RecruitMilitary   | 422 West Loveland Ave.            | Loveland, OH 45140      | recruitmilitary.com   | 513-683-5020            | No                               | 0                                |
| LinkedIn  | 2029 Stierlin Court               | Mountain View, CA 94043 | linkedin.com          | 312-650-7593            | No                               | 4                                |
| GlassDoor.com   | 100 Shoreline Highway, Building A | Mill Valley, CA 94941   | glassdoor.com         | 415-275-7645            | No                               | 2                                |
| Cable Fax   | 541 Eastern Point Rd., Suite 3    | Groton, CT              | cablefax.com          | 727-497-6565            | No                               | 0                                |
| Multi Channel News Referral*                                    | PO Box 123461                     | Dallas, TX              | multichannel.com      | 917-281-4700            | No                               | 0                                |
| Indeed.com*   |                                   |                         |                       |                         | No                               | 28                               |
| Internal  |                                   |                         |                       |                         | No                               | 35                               |
| Google*   |                                   |                         |                       |                         | No                               | 38                               |
| Monster.com*  |                                   |                         |                       |                         | No                               | 2                                |
| Beyond.com*   |                                   |                         |                       |                         | No                               | 4                                |
| Harris-Stowe State University                                   | 3026 Lacted Ave.                  | St.Louis, MO 63103      | Career Services       | 314-340-3389            | No                               | 3                                |
| Westminster College   | 501 Westminster Ave.              | Fulton, MO 65251        | Career Services       | 573-592-5381            | No                               | 1                                |
| University of Missouri-St. Louis                                | 1 University Blvd.                | St. Louis, MO 63121     | Career Services       |                         | No                               | 0                                |
| The University of Alabama Career Fair                           | Box 870293                        | Tuscaloosa, AL 35487    | Career Center         | 205-348-5848            | No                               | 0                                |
| Southwestern Illinois College 11th Annual Veterans Hiring Event | 2500 Carlyle Ave.                 | Belleville, IL 6221     | Career Services       |                         | No                               | 0                                |
| Northwood University Michigan Career Expo                       | 4000 Whiting Dr.                  | Midland, MI 48640       | Career Services       | 989-837-4335            | No                               | 0                                |
| Ranken Technical College Job Fair                               | 4431 Finney Ave.                  | St. Louis, MO 63113     | Janie Summers         | 314-286-3665            | No                               | 0                                |

|  |                         |                          |                 |              |    |   |
|--|-------------------------|--------------------------|-----------------|--------------|----|---|
| Southeast Missouri State University Spring Career Fair | 1 University Plaza      | Cape Girardeau, MO 63701 | Danile Presson  | 573-651-2583 | No | 0 |
| Asheville Area Chamber of Commerce Career Fair         | 36 Montford Ave.        | Asheville, NC 28801      |                 | 828-258-6114 | No | 0 |
| Hero2Hired Mega Hiring Event                           | 16987 Riverdale Dr.     | Chesterfield, MO 63005   | Brandy Scheer   | 636-778-3449 | No | 0 |
| Webster University                                     | 568 Garden Ave.         | St. Louis, MO 63119      | Career Services |              | No | 0 |
| St. Charles Community College                          | 4601 MidRivers Mall Dr. | Cottleville, MO 63376    | Career Services |              | No | 0 |

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

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

**Supplemental Recruitment Initiatives:**

| #  | Name  | Date                    | Description   |
|----|---|-------------------------|---|
| 1  | Tuition Reimbursement   | Ongoing                 | Charter Communications has a tuition reimbursement program where employees can take college courses to enhance their skills to better prepare them for their current jobs and/or advanced positions.  |
| 2  | Training Programs for All Employees                             | Ongoing                 | Charter Communications requires new employees complete training on the following topics: fostering mutual respect in the workplace, Charter's Code of Conduct, information security, privacy, records and information management, timekeeping, and performance management.  |
| 3  | Training Programs for Management-Level Employees                | Ongoing                 | Employees at the supervisor level and above can participate in a variety of training programs devised to assist with leadership development and policy administration skills. Offerings provided at various times during this plan year included Civil Treatment for Leaders, Communicating for Leadership Success, Coaching for Peak Performance, Interviewing and Selection, Planning and Delegation, and High Performing Teams. Charter also offers a robust training offering on an electronic learning platform. These electronic courses span a variety of topics, including communication, presentation, time management, managing change, project management, treating employees fairly, and software skills. |
| 4  | Lynda.com Training  | Ongoing                 | Online courses for creative services staff to increase their knowledge and skills   |
| 5  | PSS Training  | 10/28/2015              | Sales training designed to increase sales executives knowledge of tactics   |
| 6  | Spectrum Selling  | 6/8/16; 8/3/16; 8/24/16 | Sales training designed for sales staff on selling our products   |
| 7  | Digital Sales Accelerator Training                              | Ongoing                 | Training designed to explore current digital landscape and digital sales  |
| 8  | The University of Alabama Career Fair                           | 3/24/2016               | Career Fair   |
| 9  | Southwestern Illinois College 11th Annual Veterans Hiring Event | 11/4/2015               | Career Fair   |
| 10 | Northwood University Michigan Career Expo                       | 2/17/2016               | Career Fair   |
| 11 | Ranken Technical College Job Fair                               | 3/3/2016                | Career Fair   |
| 12 | Southeast Missouri State University Spring Career Fair          | 2/25/2016               | Career Fair   |
| 13 | Asheville Area Chamber of Commerce Career Fair                  | 1/7/2016                | Career Fair   |
| 14 | Hero2Hired Mega Hiring Event                                    | 4/20/2016               | Career Fair   |