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

StateMOFCC Unit12406 - CM St. Louis Cnty MO

				Number
Req #	Job Title	Source	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
1505090 Total			5	1
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
1602376 Total			3	1
1505497	Account Coordinator	CableFax	0	0
		Page 1		

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
1505497 Total			1	1
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
1506321 Total		Ŭ Ŭ	3	1
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
1603267 Total			3	1
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
1505643 Total			1	1
1506393	Assoc Media Traffic Coord	CableFax	0	0
		Page 2		

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
1506393 Total			7	1
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
1601659 Total			7	1
1602804	Assoc Media Traffic Coord	Glassdoor	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1602804 Total			1	1
1506834	Assoc System Administrator	Glassdoor	0	0
		LinkedIn	1	1
		Charter.com	0	0
		Direct Employers	0	0
1506834 Total			1	1
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
		Page 3		

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
1602802 Total			4	1
1506702	Database Administrator	Glassdoor	0	0
		LinkedIn	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Indeed.com*	1	1
1506702 Total			1	1
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
1603821 Total			2	2
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
1504640 Total			25	3
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 1
		Beyond.com*	1	1 0
		Asheville Area Chamber of Commerce Career Fair		0 0
1506959 Total			ę	92
1604172	Media Platform Automation Spec	Glassdoor	(0 0
		Internal	6	6 1
		Charter.com	(0 0
		Direct Employers	(0 0
		Referral*	1	1 0
		Westminster College	(0 0
		Harris-Stowe State University		0 0
1604172 Total			7	7 1
1505631	Media Traffic Coord	CableFax	(0 0
		Glassdoor	(0 0
		RecruitMilitary	(0 0
		Internal	1	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
1505631 Total			:	3 1
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	
		Northwood University Michigan Career Expo		0 0
		Southeast Missouri State University Spring Career Fair		0 0
1601470 Total				<u> </u>
1602973	Network Operations Technician	CableFax		0 0
1002010		Glassdoor		1 0
		RecruitMilitary	(0 0
		Internal	2	1
		Charter.com	-	
		Direct Employers		0 0
		Page 5	ť	J 0

1602973	Network Operations Technician	Referral*	1	0
1002010		Multi-Channel News	0	0
		Hero2Hired Mega Hiring Event	0	0
1602973 Total			7	1
1602971	Principal Engineer I	CableFax	0	0
1002011		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
1602971 Total		herozi med mega i ming Event	1	1
1604676	Receptionist	CableFax	0	0
1004070	Receptionist	Glassdoor	0	0
		RecruitMilitary	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Indeed.com*	1	1
		Multi-Channel News	0	0
1604676 Total			0 1	1
1603787	Recruiter II	CableFax	0	0
1000101		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
1603787 Total		LINGUIT	3	1
1506528	Sr Data System Administrator	Glassdoor	0	0
1000020	or Bala Gyolom / laminorator	LinkedIn	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1506528 Total			1	1
1506019	Sr ETL Developer	Glassdoor	0	0
1000010		LinkedIn	0	0
		Charter.com	0	0
			-	-

Referral 1 1506019 Total Sr Med Billing Process Analyst CableFax 0 Glassdoor Recruit/Milary 0 Internal 0 0 Chatler.com 0 0 Direct Employers 0 0 Multi-Channel News 0 0 1500761 Total CableFax 0 1500855 Sr SQL Report Developer CableFax 0 Glassdoor 0 0 0 LinkedIn 2 0 0 Chater.com 0 0 0 Direct Employers 0 0 0 Is038655 Total CableFax 0 0 If001424 Sup, MNOC CableFax 0 0 Is03855 Total Kerurit/Milary 0 0 0 Is01424 Sup, MNOC CableFax 0 0 0 Is03655 Total Kerurit/Milary 0 0 0 0 Is01424	1506019	Sr ETL Developer	Direct Employers	0	C
1506019 Total 1 1506761 Sr Med Billing Process Analyst CaleFax Glassdor RecruitMiliary Internal Charter.com 0 1 0 1 Direct Employers Multi-Channel News 0 1503655 Sr SQL Report Developer CableFax CableFax 0 1601424 Sup, MNOC CableFax Multi-Channel News 0 1601424 Sup, MNOC CableFax CableFax 0 1601424	1000010			1	1
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Internal int			RecruitMilitary	0	C
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Southeast Missouri State University Spring Career Fair 0 1601424 Total 5 1504638 Technical Specialist I CableFax 0 Glassdoor 0 0 RecruitMilitary 0 3			Harris-Stowe State University	0	(
1601424 Total51504638Technical Specialist ICableFax0Glassdoor00RecruitMilitary0Internal3				0	(
1504638Technical Specialist ICableFax0Glassdoor0RecruitMilitary0Internal3			Southeast Missouri State University Spring Career Fair		(
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RecruitMilitary 0 Internal 3	1504638	Technical Specialist I		-	(
Internal 3				0	(
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				3	C

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
1504638 Total	I	·	4	1
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
1603877 Total	1		13	1
1602912	Video Editor	CableFax	0	0
		Glassdoor	1	0
		RecruitMilitary	0	0
		Charter.com	1	0
		Direct Employers	0	0
		Indeed.com*	6	1
			0	0
		Multi-Channel News	0	0
		Multi-Channel News Harris-Stowe State University	0	0
			-	
		Harris-Stowe State University	0	
		Harris-Stowe State University Beyond.com*	0 2	0
1602912 Total	1	Harris-Stowe State University Beyond.com* Hero2Hired Mega Hiring Event	0 2 0	0 1 0

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
	9002 N. Purdue Rd.,	Indianapolis, IN	Contact Porcon		notinotitoni	Referrato
Direct Employers	Ste. 100	42628	directemployers.org	317-874-9000	No	0
	12405 Powerscourt	12020	an cotomployers.org	011 014 0000	110	
Charter.com	Dr.	St. Louis, MO 63131	charter com/careers	314-965-0555	No	27
	422 West Loveland				110	21
RecruitMilitary	Ave.	Loveland, OH 45140	recruitmilitary com	513-683-5020	No	0
		Mountain View, CA		010 000 0020	110	
LinkedIn	2029 Stierlin Court	94043	linkedin.com	312-650-7593	No	4
	100 Shoreline	Mill Valley, CA		012 000 1000	110	
GlassDoor.com	Highway, Building A	94941	glassdoor.com	415-275-7645	No	2
	541 Eastern Point		glacoacencent		110	
Cable Fax	Rd., Suite 3	Groton, CT	cablefax.com	727-497-6565	No	0
Multi Channel News	PO Box 123461	Dallas, TX	multichannel.com	917-281-4700	No	0
Referral*					No	28
Indeed.com*					No	35
Internal					No	38
Google*					No	2
Monster.com*					No	4
Beyond.com*					No	3
Harris-Stowe State						, , , , , , , , , , , , , , , , , , ,
University	3026 Lacled Ave.	St.Louis, MO 63103	Career Services	314-340-3389	No	1
	501 Westminster				110	'
Westminster College		Fulton, MO 65251	Career Services	573-592-5381	No	0
University of						, v
Missouri-St. Louis	1 University Blvd.	St. Louis, MO 63121	Career Services		No	0
					110	
The University of		Tuscaloosa, AL				
Alabama Career Fair	Box 870293	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		Chesterfield, MO				
Hiring Event	16987 Riverdale Dr.	63005	Brandy Scheer	636-778-3449	No	0
Webster University	568 Garden Ave.	St. Louis, MO 63119	Career Services		No	0
St. Charles	4601 MidRivers Mall	Cottleville, MO				
Community College	Dr.	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.

#	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 knolwedge 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