

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
HQ458 - HQ St. Louis Cnty MO**

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

Total Number of Full-Time Vacancies Filled During This Period: 3
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 5

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

FULL-TIME VACANCIES FILLED

State MO
FCC Unit HQ458 - HQ St. Louis Cnty MO

Req #	Job Title	Source	Interviewees Referred	Number	
				Hired	
1504807	Software Specialist II	RecruitMilitary	0	0	
		Internal	1	1	
		Multichannel News	0	0	
		Charter.com	0	0	
		Direct Employers	0	0	
		Referral*	1	0	
		Cable Fax	0	0	
1504807 Total			2	1	
1602845	Architect	Charter.com	1	1	
		Direct Employers	0	0	
1602845 Total			1	1	
1602811	Sr Database Administrator	Charter.com	1	1	
		Direct Employers	0	0	
		Lee Hecht Harrison	1	0	
1602811 Total			2	1	
Grand Total			5	3	

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.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	2
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	0
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	0
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	0
Lee Hecht Harrison*					No	1
Cable Fax*					No	0
Multichannel News*					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			
5			

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 HQ458 - HQ St. Louis Cnty MO

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

Total Number of Full-Time Vacancies Filled During This Period: 140
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 204

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

FULL-TIME VACANCIES FILLED

State (All)
FCC Unit HQ458 - HQ St. Louis Cnty MO

Req #	Job Title	Source	Interviewees Referred	Number Hired
1602615	Dir, Video Content & Production	Charter.com	0	1
		Direct Employers	0	0
		Referral*	1	1
1602615 Total			1	2
1601021	Dir, IT	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1601021 Total			1	1
1601558	Accountant	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1601558 Total			1	1
1601633	Accountant	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1601633 Total			1	1
1603852	Accountant	Charter.com	0	0
		Direct Employers	0	0
		Kforce	2	1
1603852 Total			2	1
1506423	Accounts Payable Specialist	Charter.com	0	0

1506423	Accounts Payable Specialist	Direct Employers Referral*	0 1	0 1
1506423 Total			1	1
1507058	Accounts Payable Specialist	Charter.com Direct Employers Referral*	0 0 1	0 0 1
1507058 Total			1	1
1602227	Accounts Payable Specialist	Charter.com Direct Employers	1 0	1 0
1602227 Total			1	1
1603469	Accounts Payable Specialist	GlassDoor Charter.com Direct Employers Indeed*	1 0 0 1	0 0 0 1
1603469 Total			2	1
1603863	Accounts Payable Specialist	Charter.com Direct Employers Exede Search EBS Recruiting	0 0 2 2	0 0 2 2
1603863 Total			4	4
1602682	Architect	Charter.com Direct Employers	1 0	1 0
1602682 Total			1	1
1506671	Assoc Business Analyst Finance	Internal Charter.com Direct Employers	1 0 0	1 0 0
1506671 Total			1	1
1603865	Assoc Business Analyst Finance	Internal Charter.com Direct Employers	2 0 0	2 0 0
1603865 Total			2	2
1603470	Associate Accountant	Charter.com Direct Employers Indeed*	1 0 1	0 0 1
1603470 Total			2	1
1505852	Benefits Administrator	Internal Charter.com Direct Employers	1 0 0	1 0 0
1505852 Total			1	1
1506048	Bus Intelligence Developer	Charter.com Direct Employers Preferred Resources	0 0 1	0 0 1
1506048 Total			1	1
1409267	Business Analyst IT	Internal	1	1

1409267	Business Analyst IT	Charter.com Direct Employers	0 0	0 0
1409267 Total			1	1
1506184	Card Program Administrator	Internal Charter.com Direct Employers	1 0 0	1 0 0
1506184 Total			1	1
1507133	Card Program Administrator	Charter.com Direct Employers Referral*	0 0 1	0 0 1
1507133 Total			1	1
1603471	Card Program Administrator	Charter.com Direct Employers Indeed*	0 0 1	0 0 1
1603471 Total			1	1
1603856	Card Program Administrator	Charter.com Direct Employers Referral* Kforce	1 0 1 1	1 0 1 1
1603856 Total			3	3
1507335	Commission Operations Analyst	Charter.com Direct Employers Referral*	0 0 1	0 0 1
1507335 Total			1	1
1505674	Contract Administrator	Charter.com Direct Employers	1 0	1 0
1505674 Total			1	1
1603657	Dir, Accounts Payable	Charter.com Direct Employers	2 0	1 0
1603657 Total			2	1
1603266	Dir, Financial Reporting	Charter.com Direct Employers Referral*	0 0 1	0 0 1
1603266 Total			1	1
1604092	Dir, Financial System Strategy	Internal Charter.com Direct Employers	1 0 0	1 0 0
1604092 Total			1	1
1604733	Dir, Governance	Charter.com Direct Employers Referral*	0 0 1	0 0 1
1604733 Total			1	1
1601981	Dir, Program Management	Charter.com Direct Employers	1 0	1 0

1601981 Total			1	1
1602407	Dir, Treasury	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1602407 Total			1	1
1602303	Executive Assistant	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1602303 Total			1	1
1505481	Facilities Assistant II	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1505481 Total			1	1
1505647	Facilities Assistant II	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1505647 Total			1	1
1506971	Facilities Assistant II	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1506971 Total			1	1
1601562	Facilities Assistant II	Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	1
1601562 Total			1	1
1602183	Facilities Assistant II	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1602183 Total			1	1
1603813	Facilities Assistant II	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1603813 Total			1	1
1603712	Financial Reporting Analyst	Charter.com	1	1
		Direct Employers	0	0
1603712 Total			1	1
1601808	HR Coordinator II	LinkedIn	1	0
		Internal	1	0
		Charter.com	0	0
		Direct Employers	0	0
		Indeed*	5	1
1601808 Total			7	1
1505242	HRIS Administrator	Internal	1	1
		Charter.com	0	0

1505242	HRIS Administrator	Direct Employers	0	0
1505242 Total			1	1
1603584	Intern	Charter.com	0	0
		Direct Employers	0	0
		Emma Bowen Foundation	1	1
1603584 Total			1	1
1603894	Intern	Charter.com	0	0
		Direct Employers	0	0
		Emma Bowen Foundation	1	1
1603894 Total			1	1
1506755	Leadership Development Spec	Internal	4	1
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	0
		Indeed*	2	0
		Bing*	1	0
1506755 Total			9	1
1505357	Legal Admin Asst II	Charter.com	0	0
		Direct Employers	0	0
		Referral*	2	1
1505357 Total			2	1
1506041	Mgr, Accounting	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1506041 Total			1	1
1603443	Mgr, Accounts Payable	Internal	1	1
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	2	1
1603443 Total			4	2
1605788	Mgr, Accounts Payable	LinkedIn	1	1
		Charter.com	0	0
		Direct Employers	0	0
1605788 Total			1	1
1604717	Mgr, Income Tax	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1604717 Total			1	1
1605048	Mgr, Income Tax	Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	1
1605048 Total			1	1
1601554	Mgr, Internal Audit	Charter.com	1	1
		Direct Employers	0	0

1601554	Mgr, Internal Audit	Kforce	1	1
1601554 Total			2	2
1604348	Mgr, Internal Audit	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	0
		Kforce	1	1
1604348 Total			2	1
1605577	Mgr, Office	Charter.com	0	0
		Direct Employers	0	0
		Kforce	1	1
1605577 Total			1	1
1505836	Online Analytical Process Lead	Charter.com	1	1
		Direct Employers	0	0
1505836 Total			1	1
1506943	Payroll Lead	Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	1
1506943 Total			1	1
1505474	Payroll Specialist	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	0
1505474 Total			2	1
1603247	Senior Accountant Lead	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1603247 Total			1	1
1504942	Sr Accountant	Charter.com	0	0
		Direct Employers	0	0
		Indeed*	3	1
1504942 Total			3	1
1601962	Sr Accountant	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1601962 Total			1	1
1603233	Sr Accountant	Charter.com	1	0
		Direct Employers	0	0
		Beacon Hill Financial	1	1
1603233 Total			2	1
1603235	Sr Accountant	Charter.com	1	1
		Direct Employers	0	0
		Referral*	2	2
		Indeed*	1	0
		Beacon Hill Financial	1	1

1603235 Total			5	4
1603246	Sr Accountant	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1603246 Total			1	1
1603468	Sr Accountant	Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	0
		Robert Half	1	1
1603468 Total			2	1
1603843	Sr Accountant	Charter.com	0	0
		Direct Employers	0	0
		Kforce	1	1
		EBS Recruiting	1	1
1603843 Total			2	2
1603855	Sr Accounts Payable Specialist	Charter.com	0	0
		Direct Employers	0	0
		Exede Search	1	0
		Insight Global	1	1
1603855 Total			2	1
1604332	Sr Analyst, Corp Business Plan	TV	1	1
		Charter.com	0	0
		Direct Employers	0	0
1604332 Total			1	1
1506290	Sr Bus Intelligence Developer	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1506290 Total			1	1
1603441	Sr Bus Intelligence Developer	Charter.com	1	1
		Direct Employers	0	0
1603441 Total			1	1
1507295	Sr Claims Analyst	Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	1
1507295 Total			1	1
1507225	Sr Dir, Integration	Charter.com	1	1
		Direct Employers	0	0
1507225 Total			1	1
1602098	Sr Dir, Mgt Reporting&Analysis	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1602098 Total			1	1
1601441	Sr Dir, Program Management	Charter.com	0	0
		Direct Employers	0	0

1601441	Sr Dir, Program Management	Referral*	1	1
1601441 Total			1	1
1604196	Sr Dir, Report & Data Analytic	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1604196 Total			1	1
1604086	Sr Dir, Trainng&Communication	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1604086 Total			1	1
1506885	Sr Doc Imaging Coordinator	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1506885 Total			1	1
1603462	Sr Doc Imaging Coordinator	Charter.com	1	1
		Direct Employers	0	0
1603462 Total			1	1
1602611	Sr Financial Reporting Analyst	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1602611 Total			1	1
1602901	Sr Financial Reporting Analyst	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1602901 Total			1	1
1506468	Sr Human Resources Generalist	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1506468 Total			1	1
1506380	Sr Mgr, Accounting	Charter.com	0	0
		Direct Employers	0	0
		Referral*	3	1
1506380 Total			3	1
1603448	Sr Mgr, Accounting	Charter.com	1	1
		Direct Employers	0	0
1603448 Total			1	1
1603883	Sr Mgr, Accounting	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1603883 Total			1	1
1601354	Sr Mgr, Accounting Policy	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1601354 Total			1	1

1604095	Sr Mgr, Bus Process Architect	Charter.com	0	0
		Direct Employers	0	0
		Insight Global	1	1
1604095 Total			1	1
1603734	Sr Mgr, Customer Metrics	Charter.com	0	0
		Direct Employers	0	0
		Mirus Staffing	1	1
1603734 Total			1	1
1604817	Sr Mgr, Fin Plan & Analysis	Charter.com	0	0
		Direct Employers	0	0
		Mirus Staffing	1	1
1604817 Total			1	1
1605334	Sr Mgr, Internal Audit SrvcsIT	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1605334 Total			1	1
1605528	Sr Mgr, Internal Audit SrvcsIT	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1605528 Total			1	1
1601443	Sr Mgr, Tax	Charter.com	0	0
		Direct Employers	0	0
		Mirus Staffing	1	1
1601443 Total			1	1
1505835	Sr Online AnalyticalProcessDev	Charter.com	1	1
		Direct Employers	0	0
1505835 Total			1	1
1506176	Sr Payroll Administrator	Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	1
1506176 Total			1	1
1506177	Sr Payroll Administrator	Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	1
		RecommendedJobs.com*	1	1
1506177 Total			2	2
1505790	Sr System Administrator	LinkedIn	3	1
		Charter.com	0	0
		Direct Employers	0	0
		Indeed*	2	0
1505790 Total			5	1
1601442	Sr Tax Accountant - Income Tax	Charter.com	0	0
		Direct Employers	0	0
		Kforce	1	0

1601442	Sr Tax Accountant - Income Tax	Mirus Staffing	1	1
1601442 Total			2	1
1602982	Sr Tax Accountant - Income Tax	Charter.com	0	0
		Direct Employers	0	0
		Robert Half	1	0
		Mirus Staffing	2	1
1602982 Total			3	1
1604734	Sr Tax Accountant-Trans Tax	Charter.com	0	0
		Direct Employers	0	0
		Simplyhired.com*	1	1
1604734 Total			1	1
1603379	Sup, Facilities	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	0
1603379 Total			2	1
1603793	Sup, Facilities	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1603793 Total			1	1
1506678	Sup, Payroll	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1506678 Total			1	1
1507298	Sup, Payroll	Internal	1	0
		Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	1
1507298 Total			2	1
1604358	Tax Accountant Income Tax	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1604358 Total			1	1
1506983	Tax Accountant Trans Tax	Charter.com	1	0
		Direct Employers	0	0
		Indeed*	1	1
1506983 Total			2	1
1603857	Unclaimed Property Specialist	Charter.com	0	0
		Direct Employers	0	0
		Exede Search	1	1
1603857 Total			1	1
1505181	VP, Financial Plan & Analysis	Charter.com	0	0
		Direct Employers	0	0
		Referral*	2	1

1505181 Total			2	1
1602856	VP, Risk Management	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1602856 Total			1	1
1603466	Wireless Data Analyst	Internal	2	2
		Charter.com	1	1
		Direct Employers	0	0
1603466 Total			3	3
1603853	Wireless Data Analyst	Internal	3	0
		Charter.com	1	0
		Direct Employers	0	0
		Indeed*	1	1
1603853 Total			5	1
1603454	Mgr, IT	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1603454 Total			1	1
1505628	Dir, IT	LinkedIn	1	0
		Charter.com	1	0
		Direct Employers	0	0
		Indeed*	4	1
1505628 Total			6	1
1601427	Dir, IT	Charter.com	1	1
		Direct Employers	0	0
1601427 Total			1	1
1604365	Dir, IT	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1604365 Total			1	1
1601831	Mgr, IT	Internal	1	1
		Charter.com	1	0
		Direct Employers	0	0
1601831 Total			2	1
1506159	Network Engineer II	GlassDoor	1	0
		LinkedIn	2	0
		Internal	1	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	3	1
1506159 Total			7	1
1506915	Project Manager	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1

1506915 Total			1	1
1601826	Software Developer	Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	1
1601826 Total			2	1
1505791	Sr Database Administrator	Charter.com	1	1
		Direct Employers	0	0
1505791 Total			1	1
1601827	Sr Dir, IT	Charter.com	0	0
		Direct Employers	0	0
		Neteffects*	1	1
1601827 Total			1	1
1602687	Sr Dir, IT	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1602687 Total			1	1
1603499	Sr Dir, IT	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1603499 Total			1	1
1506792	Sr Mgr, IT	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	0
		Insight Global	1	1
		Advanced Resources	1	0
1506792 Total			3	1
1601829	Sr Software Developer	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	0
		Indeed*	2	1
1601829 Total			3	1
1506794	Sr System Administrator	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1506794 Total			1	1
1505630	System Administrator	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1505630 Total			1	1
1602714	Technologist	Charter.com	1	1
		Direct Employers	0	0
1602714 Total			1	1
1602847	Technologist	Charter.com	1	0
		Direct Employers	0	0

1602847	Technologist	Insight Global	2	1
1602847 Total			3	1
1506825	VP, Information Technology	Charter.com	1	1
		Direct Employers	0	0
1506825 Total			1	1
Grand Total			204	140

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.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	31
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	8
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	2
Beacon Hill Financial	One International Place, Suite 1400	Boston, MA 02110	beaconhillfinancial.com	617-973-6900	No	2
EBS	1 Cityplace Drive #90	St. Louis, MO 63141	Abbie Kamback	314-514-9501	No	3
Exede Search Partners	13205 Manchester Rd. Suite 100	St. Louis, MO 63131	Tammy Tyner	314-909-3101	No	4
Indeed*	470 West Avenue Suite 2002	Stamford, CT 06902	indeed.com	203-564-2418	No	33
Insight Global	190 Carondelet Plaza #1650	St. Louis, MO 63105	insightglobal.com	314-296-5700	No	5
Kforce	1001 E Palm Ave	Tampa, FL 33605	kforce.dom	877-453-6723	No	8
Preferred Resources*					No	1
Robert Half	211 N Broadway Suite 1250	St. Louis, MO 63102	Jacques LeBeau	314-896-2309	No	2
Advanced Resources*	687 Trade Center Blvd. #110	Chesterfield, MO	Thomas Russo	636-777-4141	No	1
Bing*					No	1
Mirus Staffing	500 Trevi Lane	Ellisville, MO 63011	Keith Czapl	314-504-6239	No	6
Neteffects*					No	1
TV*					No	1
Simplyhired.com*					No	1
Recommendedjobs.com*					No	1
Emma Bowen Foundation			emmabowenfoundation.com		No	2

* 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	Internship Program	Annual	The Emma Bowen Foundation gives talented students of color the opportunity to intern at the nation's leading media companies
5			

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 HQ458 - HQ St. Louis Cnty MO

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

Total Number of Full-Time Vacancies Filled During This Period: 2
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 4

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

FULL-TIME VACANCIES FILLED

State MO
FCC Unit HQ458 - HQ St. Louis Cnty MO

Req #	Job Title	Source	Interviewees Referred	Number Hired
1601161	Security Specialist II	Internal	1	0
		Charter.com	1	1
		Direct Employers	0	0
		Referral*	1	0
1601161 Total			3	1
1505081	Systems Engineer II	Agency	1	1
		Charter.com	0	0
		Multi Channel News	0	0
		Cable Fax	0	0
		Recruit Military	0	0
1505081 Total			1	1
Grand Total			4	2

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	

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4			
5			