

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 12565 - OPS St. Louis City Cnty MO

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

Total Number of Full-Time Vacancies Filled During This Period: **48**  
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 12565 - OPS St. Louis City Cnty MO

Req #	Job Title	Source	Interviewees Referred	Number Hired
1504333	Broadband Installer	Charter.com	15	3
		Direct Employers	0	0
		Employee Referral	7	1
<b>1504333 Total</b>			<b>22</b>	<b>4</b>
1505487	Broadband Installer	Charter.com	15	3
		Direct Employers	0	0
		Employee Referral	13	6
		Ranken Technical College	0	0
<b>1505487 Total</b>			<b>28</b>	<b>9</b>
1506475	Broadband Installer	Charter.com	16	4
		Direct Employers	0	0
		Employee Referral	3	2
		Ranken Technical College	0	0
<b>1506475 Total</b>			<b>19</b>	<b>6</b>
1507282	Broadband Installer	RecruitMilitary	1	1
		Charter.com	8	1
		Direct Employers	0	0
		Employee Referral	4	1
<b>1507282 Total</b>			<b>13</b>	<b>3</b>
1601688	Broadband Installer	Charter.com	15	6
		Direct Employers	0	0
		Employee Referral	2	1
		Ranken Technical College	0	0

<b>1601688 Total</b>			<b>17</b>	<b>7</b>
1506810	Broadband Technician Sr	Charter.com	2	2
		Direct Employers	0	0
<b>1506810 Total</b>			<b>2</b>	<b>2</b>
1507182	Broadband Technician Sr	Charter.com	4	4
		Direct Employers	0	0
<b>1507182 Total</b>			<b>4</b>	<b>4</b>
1601747	Broadband Technician Sr	Charter.com	1	1
		Direct Employers	0	0
<b>1601747 Total</b>			<b>1</b>	<b>1</b>
1505949	Field Auditor	Charter.com	6	2
		Direct Employers	0	0
		Ranken Technical College	0	0
<b>1505949 Total</b>			<b>6</b>	<b>2</b>
1506813	Field Auditor	Charter.com	3	2
		Direct Employers	0	0
		Employee Referral	2	1
<b>1506813 Total</b>			<b>5</b>	<b>3</b>
1603773	Maintenance Technician	Charter.com	8	3
		Direct Employers	0	0
		Vatterott College Career Fair	0	0
<b>1603773 Total</b>			<b>8</b>	<b>3</b>
1603166	Sup, Technical Service	Charter.com	7	1
		Direct Employers	0	0
<b>1603166 Total</b>			<b>7</b>	<b>1</b>
1507157	System Technician I	Charter.com	8	1
		Direct Employers	0	0
<b>1507157 Total</b>			<b>8</b>	<b>1</b>
1601951	System Technician I	Charter.com	4	2
		Direct Employers	0	0
		Ranken Technical College	0	0
		Vatterott College Career Fair	0	0
<b>1601951 Total</b>			<b>4</b>	<b>2</b>
Grand Total			144	48

### 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	112
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	1
Ranken Technical College	4431 Finley Avenue	Saint Louis, MO 63113	Janie Summers	314-286-3665	No	0
Vatterott College	12970 Maurer Industrial Dr.	Saint Louis, MO 63127	Mary Weber	314-729-3354	No	0
Employee Referral	N/A	N/A	N/A	N/A	No	31

\* 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			

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

Total Number of Full-Time Vacancies Filled During This Period: **19**  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: **66**

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

### FULL-TIME VACANCIES FILLED

State MO  
FCC Unit 12565 - OPS St. Louis City Cnty MO

Req #	Job Title	Source	Interviewees Referred	Number Hired
1504494	Direct Sales Rep	CareerBuilder.com	2	1
		Indeed	4	2
		LinkedIn	1	0
		Charter.com	10	1
		Direct Employers	0	0
		Referral*	7	2
		Charter TV	2	1
1504494 Total			26	7
1506631	Direct Sales Rep	Indeed	1	0
		RecruitMilitary	1	0
		Charter.com	11	3
		Direct Employers	0	0
		Referral*	2	0
1506631 Total			15	3
1601433	Direct Sales Rep	Craig's List	1	0
		Indeed	2	1
		Charter.com	10	3
		Direct Employers	0	0
		Referral*	2	2
		Charter TV	1	0
1601433 Total			16	6
1602272	Direct Sales Rep	Craig's List	1	0
		Indeed	4	2
		Charter.com	3	1
		Direct Employers	0	0
		Referral*	1	0
1602272 Total			9	3
Grand Total			66	19

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Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	34
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	1
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	1
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	0
CareerBuilder*						2
Charter TV						3
Craig's list*						2
Indeed*						11
Employee referral						12

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