

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 12566 - OPS St. Louis Cnty MO

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

Total Number of Full-Time Vacancies Filled During This Period: 286
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 744

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

FULL-TIME VACANCIES FILLED

State MO
FCC Unit 12566 - OPS St. Louis Cnty MO

Req #	Job Title	Source	Interviewees Referred	Number Hired
1504721	Sr Warehouse Technician	Charter.com	1	1
		Direct Employers	0	0
1504721 Total			1	1
1504813	Warehouse Technician	Direct Employers	0	0
		Employee Referral	1	1
1504813 Total			1	1
1506209	Warehouse Technician	Direct Employers	0	0
		Employee Referral	2	1
1506209 Total			2	1
1603425	Construction Coordinator	Charter.com	8	1
		Direct Employers	0	0
		Employee Referral	1	0
1603425 Total			9	1
1506026	Plant Security Investigator	Charter.com	19	1
		Direct Employers	0	0
		Employee Referral	1	0
1506026 Total			20	1
1507153	Service Estimator	Charter.com	7	1
		Direct Employers	0	0
1507153 Total			7	1
1505757	Sup, Construction	Charter.com	8	1
		Direct Employers	0	0
1505757 Total			8	1

1507060	Contact Ctr Wrkfrce Mgmt Admin	Charter.com Direct Employers	1 0	1 0
1507060 Total			1	1
1605243	Customer Care Escalation Spec	Charter.com Direct Employers	2 0	1 0
1605243 Total			2	1
1601447	Dir, Human Resources II	GlassDoor Charter.com Direct Employers	1 3 0	0 1 0
1601447 Total			4	1
1507244	Dispatcher I	Charter.com Direct Employers	7 0	1 0
1507244 Total			7	1
1602323	Dispatcher I	Charter.com Direct Employers	10 0	1 0
1602323 Total			10	1
1604262	DOJ Specialist	Charter.com Direct Employers Employee Referral	6 0 1	5 0 1
1604262 Total			7	6
1506930	Human Resources Generalist I	Charter.com Direct Employers	4 0	1 0
1506930 Total			4	1
1602214	Mgr, Business Planning	Charter.com Direct Employers	5 0	1 0
1602214 Total			5	1
1505548	Rep I, Damage Claims	Charter.com Direct Employers	7 0	2 0
1505548 Total			7	2
1602545	Rep I, Damage Claims	Charter.com Direct Employers	9 0	1 0
1602545 Total			9	1
1602225	Rep II, Damage Claims	Charter.com Direct Employers	1 0	1 0
1602225 Total			1	1
1505217	Service Delivery Coord I	Charter.com Direct Employers Employee Referral	31 0 1	15 0 1
1505217 Total			32	16
1506163	Service Delivery Coord I	Charter.com Direct Employers Employee Referral	14 0 1	7 0 1
1506163 Total			15	8
1506580	Service Delivery Coord I	Charter.com Direct Employers Employee Referral	18 0 1	8 0 1

1506580 Total			19	9
1601347	Service Delivery Coord I	Charter.com	2	1
		Direct Employers	0	0
		Employee Referral	1	0
1601347 Total			3	1
1601977	Service Delivery Coord I	Charter.com	6	3
		Direct Employers	0	0
1601977 Total			6	3
1505113	Service Delivery Coord II	Charter.com	11	11
		Direct Employers	0	0
1505113 Total			11	11
1505726	Service Delivery Coord II	Charter.com	2	2
		Direct Employers	0	0
1505726 Total			2	2
1506099	Service Delivery Coord II	Charter.com	9	8
		Direct Employers	0	0
1506099 Total			9	8
1601979	Service Delivery Coord II	Charter.com	2	1
		Direct Employers	0	0
1601979 Total			2	1
1604057	Service Delivery Coord II	Charter.com	18	9
		Direct Employers	0	0
1604057 Total			18	9
1505060	Service Delivery Coord III	Charter.com	9	4
		Direct Employers	0	0
1505060 Total			9	4
1507253	Service Delivery Coord III	Charter.com	4	2
		Direct Employers	0	0
1507253 Total			4	2
1603479	Service Delivery Coord III	Charter.com	9	3
		Direct Employers	0	0
1603479 Total			9	3
1507059	Service Delivery Trainer	Charter.com	1	1
		Direct Employers	0	0
1507059 Total			1	1
1601972	Sup, Damage Claims	Charter.com	16	1
		Direct Employers	0	0
1601972 Total			16	1
1505016	Sup, Dispatch	Charter.com	8	2
		Direct Employers	0	0
1505016 Total			8	2
1601078	Sup, Service Delivery	Charter.com	2	2
		Direct Employers	0	0
1601078 Total			2	2
1505117	Technical Service Rep I	Charter.com	9	2
		Direct Employers	0	0

1505117 Total			9	2
1605293	Technical Service Rep II	Charter.com	3	2
		Direct Employers	0	0
1605293 Total			3	2
1505498	Workforce Mgmt Technical Coord	Charter.com	5	1
		Direct Employers	0	0
		Employee Referral	1	0
1505498 Total			6	1
1506373	Workforce Mgmt Technical Coord	Charter.com	6	1
		Direct Employers	0	0
		Employee Referral	2	0
1506373 Total			8	1
1601451	Workforce Mgmt Technical Coord	Charter.com	13	2
		Direct Employers	0	0
		Employee Referral	1	0
1601451 Total			14	2
1602516	Workforce Mgmt Technical Coord	Charter.com	3	1
		Direct Employers	0	0
1602516 Total			3	1
1603820	Workforce Mgmt Technical Coord	Charter.com	13	3
		Direct Employers	0	0
1603820 Total			13	3
1507286	QA Analyst	Charter.com	8	2
		Direct Employers	0	0
		Employee Referral	3	1
1507286 Total			11	3
1603790	Sr Dir, Bus Planning-Cable Ops	Charter.com	1	1
		Direct Employers	0	0
1603790 Total			1	1
1505035	Broadband Installer	Charter.com	10	6
		Direct Employers	0	0
		Employee Referral	11	7
		Leader Newspaper	1	1
1505035 Total			22	14
1505788	Broadband Installer	Charter.com	15	8
		Direct Employers	0	0
		Employee Referral	10	6
		Leader Newspaper	1	1
1505788 Total			26	15
1506457	Broadband Installer	Charter.com	13	2
		Direct Employers	0	0
		Employee Referral	9	2
		Ranken Technical College	0	0
1506457 Total			22	4
1507281	Broadband Installer	Charter.com	5	1
		Direct Employers	0	0

1507281	Broadband Installer	Employee Referral	13	9
1507281 Total			18	10
1602012	Broadband Installer	Charter.com	14	8
		Direct Employers	0	0
		Employee Referral	7	4
		Vatterott College Career Fair	0	0
		St. Louis Community College Career Fair	0	0
		Lewis & Clark Community College Career Fair	0	0
1602012 Total			21	12
1505483	Broadband Technician Sr	Charter.com	1	1
		Direct Employers	0	0
1505483 Total			1	1
1506291	Broadband Technician Sr	Charter.com	1	1
		Direct Employers	0	0
1506291 Total			1	1
1601011	Broadband Technician Sr	Charter.com	1	1
		Direct Employers	0	0
1601011 Total			1	1
1601986	Broadband Technician Sr	Charter.com	1	1
		Direct Employers	0	0
1601986 Total			1	1
1603041	Broadband Technician Sr	Charter.com	1	1
		Direct Employers	0	0
1603041 Total			1	1
1505897	CB Broadband Technician	Charter.com	8	4
		Direct Employers	0	0
1505897 Total			8	4
1507372	CB Broadband Technician	Charter.com	5	3
		Direct Employers	0	0
1507372 Total			5	3
1601661	CB Broadband Technician	Charter.com	11	3
		Direct Employers	0	0
		Ranken Technical College	0	0
1601661 Total			11	3
1505275	Field Auditor	Charter.com	2	1
		Direct Employers	0	0
1505275 Total			2	1
1506618	Field Auditor	Direct Employers	0	0
		Employee Referral	4	1
1506618 Total			4	1
1602892	Maintenance Technician	Charter.com	3	1
		Direct Employers	0	0
1602892 Total			3	1
1603495	Sr Warehouse Technician	Charter.com	1	1
		Direct Employers	0	0
1603495 Total			1	1

1602130	Sup, Supply Chain Hub	Charter.com	1	1
		Direct Employers	0	0
1602130 Total			1	1
1505760	Sup, Technical Service	Charter.com	5	1
		Direct Employers	0	0
1505760 Total			5	1
1505871	Warehouse Technician	Charter.com	8	1
		Direct Employers	0	0
		Employee Referral	2	2
1505871 Total			10	3
1507183	Warehouse Technician	Charter.com	3	0
		Direct Employers	0	0
		Employee Referral	4	2
1507183 Total			7	2
1507270	Warehouse Technician	GlassDoor	1	1
		Charter.com	2	0
		Direct Employers	0	0
		Employee Referral	2	0
1507270 Total			5	1
1602070	Warehouse Technician	Charter.com	5	2
		Direct Employers	0	0
		Employee Referral	1	1
1602070 Total			6	3
1602363	Warehouse Technician	Charter.com	3	1
		Direct Employers	0	0
1602363 Total			3	1
1604046	Warehouse Technician	Charter.com	1	1
		Direct Employers	0	0
1604046 Total			1	1
1604068	Warehouse Technician	Charter.com	3	1
		Direct Employers	0	0
1604068 Total			3	1
1505068	Field Auditor	Charter.com	5	1
		Direct Employers	0	0
		Employee Referral	2	0
1505068 Total			7	1
1601231	Field Auditor	Charter.com	1	0
		Direct Employers	0	0
		Employee Referral	3	1
		Ranken Technical College	0	0
1601231 Total			4	1
1505776	Administrative Assistant I	GlassDoor	2	0
		Charter.com	16	1
		Direct Employers	0	0
1505776 Total			18	1
1603294	Advanced Broadband Installer	Charter.com	1	1

1603294	Advanced Broadband Installer	Direct Employers	0	0
1603294 Total			1	1
1505308	Broadband Installer	Charter.com	17	7
		Direct Employers	0	0
		Employee Referral	12	4
		Ranken Technical College	0	0
1505308 Total			29	11
1506476	Broadband Installer	GlassDoor	1	0
		Charter.com	6	4
		Direct Employers	0	0
		Employee Referral	4	2
		Ranken Technical College	0	0
1506476 Total			11	6
1506743	Broadband Installer	Charter.com	13	6
		Direct Employers	0	0
		Employee Referral	4	1
1506743 Total			17	7
1507189	Broadband Installer	Charter.com	7	4
		Direct Employers	0	0
		Employee Referral	5	0
		State Job Board Service	1	1
1507189 Total			13	5
1601184	Broadband Installer	Charter.com	9	4
		Direct Employers	0	0
		Employee Referral	7	4
		Ranken Technical College	0	0
		Vatterott College Career Fair	0	0
1601184 Total			16	8
1602013	Broadband Installer	Charter.com	37	13
		Direct Employers	0	0
		Employee Referral	7	2
		Ranken Technical College	0	0
		Vatterott College Career Fair	0	0
		St. Louis Community College Career Fair	0	0
1602013 Total			44	15
1602698	Broadband Installer	Charter.com	22	5
		Direct Employers	0	0
		Employee Referral	12	5
		Vatterott College Career Fair	0	0
		Lewis & Clark Community College Career Fair	0	0
1602698 Total			34	10
1603755	Broadband Technician Sr	Charter.com	3	3
		Direct Employers	0	0
1603755 Total			3	3
1602891	Maintenance Technician	Charter.com	6	1
		Direct Employers	0	0

1602891 Total			6	1
1603258	QA Inspector I	Charter.com	1	1
		Direct Employers	0	0
		Employee Referral	1	0
1603258 Total			2	1
1505024	System Technician I	Charter.com	5	1
		Direct Employers	0	0
1505024 Total			5	1
1505194	System Technician I	Charter.com	1	1
		Direct Employers	0	0
1505194 Total			1	1
1507156	System Technician I	Charter.com	5	2
		Direct Employers	0	0
1507156 Total			5	2
Grand Total			744	286

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	1
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	599
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	5
Leader Newspaper	503 N 2nd Street	Festus, MO 63028	Pam LaPlant	636-931-7560	No	2
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
Lewis & Clark Community College	2400 Zumbahl Road	St. Charles, MO 63301	Martha Grose	636-443-4952	No	0
Employee Referral	N/A	N/A	N/A	N/A	No	137

* 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 12566 - OPS St. Louis Cnty MO

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

Total Number of Full-Time Vacancies Filled During This Period: 143
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 478

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

FULL-TIME VACANCIES FILLED

State MO
FCC Unit 12566 - OPS St. Louis Cnty MO

Req #	Job Title	Source	Interviewees Referred	Number Hired
1604257	Mgr, Sales Business Accounts	Charter.com	4	2
		Direct Employers	0	0
1604257 Total			4	2
1506288	Business Account Executive	Craig's List	1	0
		Indeed	1	1
		Charter.com	3	2
		Direct Employers	0	0
		Referral*	4	1
1506288 Total			9	4
1407327	Concierge Rep, Spec Comm Sol	Charter.com	13	2
		Direct Employers	0	0
		Referral*	2	1
1407327 Total			15	3
1502383	Sup, Direct Sales I-SFU	Direct Employers	0	0
		Referral*	2	1
1502383 Total			2	1
1505731	Account Executive-Hospitality	GlassDoor	1	0
		Charter.com	5	2
		Direct Employers	0	0
1505731 Total			6	2
1504928	Business Account Executive	Indeed	1	1
		Direct Employers	0	0
1504928 Total			1	1

1505061	Business Account Executive	LinkedIn	1	1
		Direct Employers	0	0
		Referral*	1	1
1505061 Total			2	2
1505520	Business Account Executive	Direct Employers	0	0
		Referral*	2	2
1505520 Total			2	2
1506236	Business Account Executive	Beyond.com	1	0
		Craig's List	2	0
		Indeed	1	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	5	2
1506236 Total			10	2
1506739	Business Account Executive	Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	1
1506739 Total			2	1
1506741	Business Account Executive	GlassDoor	1	0
		Indeed	1	0
		Charter.com	4	0
		Direct Employers	0	0
		Referral*	2	1
1506741 Total			8	1
1602230	Business Account Executive	Charter.com	1	1
		Direct Employers	0	0
1602230 Total			1	1
1602680	Business Account Executive	Indeed	1	0
		LinkedIn	1	0
		Charter.com	5	1
		Direct Employers	0	0
		Referral*	2	1
1602680 Total			9	2
1603156	Business Account Executive	CareerBuilder.com	1	1
		Charter.com	2	0
		Direct Employers	0	0
		Referral*	2	0
1603156 Total			5	1
1603183	Business Account Executive	Charter.com	5	1
		Direct Employers	0	0
		Referral*	1	1
1603183 Total			6	2
1603567	Business Account Executive	Charter.com	5	1
		Direct Employers	0	0
1603567 Total			5	1
1603568	Business Account Executive	Beyond.com	1	1

1603568	Business Account Executive	Charter.com	1	1
		Direct Employers	0	0
		Referral*	2	0
1603568 Total			4	2
1604099	Business Account Executive	Charter.com	2	0
		Direct Employers	0	0
		Referral*	2	1
1604099 Total			4	1
1604479	Business Account Executive	LinkedIn	1	0
		Charter.com	2	1
		Direct Employers	0	0
		Referral*	2	1
1604479 Total			5	2
1502020	Direct Sales Rep	GlassDoor	2	1
		Indeed	4	0
		Charter.com	5	1
		Direct Employers	0	0
		Referral*	4	1
1502020 Total			15	3
1504919	Direct Sales Rep	GlassDoor	1	0
		Indeed	6	1
		LinkedIn	1	1
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	2	1
1504919 Total			11	3
1505989	Direct Sales Rep	Craig's List	1	0
		Indeed	2	2
		Charter.com	4	0
		Direct Employers	0	0
		Referral*	2	1
1505989 Total			9	3
1506178	Direct Sales Rep	CareerBuilder.com	1	0
		Indeed	3	1
		Direct Employers	0	0
		Referral*	1	0
1506178 Total			5	1
1506628	Direct Sales Rep	Indeed	1	0
		Charter.com	12	2
		Direct Employers	0	0
1506628 Total			13	2
1601435	Direct Sales Rep	Indeed	2	0
		Charter.com	3	1
		Direct Employers	0	0
1601435 Total			5	1
1602274	Direct Sales Rep	Indeed	3	1

1602274	Direct Sales Rep	Charter.com	1	0
		Direct Employers	0	0
1602274 Total			4	1
1603556	Direct Sales Rep	CareerBuilder.com	1	0
		GlassDoor	1	1
		Indeed	1	0
		Charter.com	6	0
		Direct Employers	0	0
		Referral*	3	0
1603556 Total			12	1
1605143	Recruiter II	Charter.com	1	1
		Direct Employers	0	0
1605143 Total			1	1
1503659	Store Associate	Indeed	5	0
		Charter.com	6	2
		Direct Employers	0	0
		Referral*	3	1
1503659 Total			14	3
1504480	Store Associate	Indeed	1	0
		Charter.com	3	0
		Direct Employers	0	0
		Referral*	2	1
1504480 Total			6	1
1602220	Store Lead	Charter.com	1	1
		Direct Employers	0	0
1602220 Total			1	1
1505464	Acct. Exec., Spec Comm Sol	Charter.com	2	2
		Direct Employers	0	0
1505464 Total			2	2
1507144	Acct. Exec., Spec Comm Sol	Charter.com	2	1
		Direct Employers	0	0
1507144 Total			2	1
1601394	Trainer II	Charter.com	2	1
		Direct Employers	0	0
1601394 Total			2	1
1502031	Direct Sales Rep	CareerBuilder.com	1	1
		Indeed	1	0
		Charter.com	3	0
		Direct Employers	0	0
		Referral*	2	1
1502031 Total			7	2
1504913	Direct Sales Rep	CareerBuilder.com	3	2
		Craig's List	1	0
		Monster	1	0
		Charter.com	3	1
		Direct Employers	0	0

1504913	Direct Sales Rep	Referral*	4	1
1504913 Total			12	4
1505990	Direct Sales Rep	Craig's List	4	4
		Indeed	3	3
		Charter.com	2	0
		Direct Employers	0	0
1505990 Total			9	7
1506616	Direct Sales Rep	Beyond.com	1	1
		Charter.com	1	1
		Direct Employers	0	0
1506616 Total			2	2
1601519	Direct Sales Rep	Indeed	3	0
		Charter.com	3	1
		Direct Employers	0	0
1601519 Total			6	1
1602527	Direct Sales Rep	Indeed	2	1
		LinkedIn	1	0
		Direct Employers	0	0
		Referral*	1	1
1602527 Total			4	2
1504866	Sup, Direct Sales I-SFU	Direct Employers	0	0
		Referral*	1	1
1504866 Total			1	1
1502420	Direct Sales Rep	Craig's List	1	0
		Indeed	4	1
		Charter.com	14	1
		Direct Employers	0	0
		Referral*	6	2
1502420 Total			25	4
1505986	Direct Sales Rep	CareerBuilder.com	3	1
		Craig's List	2	1
		Charter.com	10	2
		Direct Employers	0	0
1505986 Total			15	4
1506624	Direct Sales Rep	Beyond.com	1	0
		CareerBuilder.com	4	2
		Craig's List	1	0
		Indeed	2	1
		LinkedIn	1	0
		Monster	2	1
		Charter.com	20	5
		Direct Employers	0	0
		Referral*	9	1
		Zip Recruiter	2	0
1506624 Total			42	10
1602534	Direct Sales Rep	Indeed	2	0

1602534	Direct Sales Rep	Charter.com	4	1
		Direct Employers	0	0
1602534 Total			6	1
1603044	Direct Sales Rep	GlassDoor	1	0
		Indeed	5	1
		Charter.com	17	7
		Direct Employers	0	0
		Referral*	6	0
		Zip Recruiter	1	0
1603044 Total			30	8
1601508	Store Associate	Indeed	3	1
		Charter.com	2	0
		Direct Employers	0	0
1601508 Total			5	1
1601254	Sup, Direct Sales I-SFU	Indeed	1	0
		LinkedIn	1	1
		Charter.com	2	0
		Direct Employers	0	0
1601254 Total			4	1
1504918	Direct Sales Rep	Indeed	4	2
		Monster	1	1
		Charter.com	9	5
		Direct Employers	0	0
		Referral*	1	0
1504918 Total			15	8
1505987	Direct Sales Rep	CareerBuilder.com	1	1
		Charter.com	2	1
		Direct Employers	0	0
1505987 Total			3	2
1601262	Direct Sales Rep	LinkedIn	1	0
		Charter.com	7	1
		Direct Employers	0	0
		Referral*	4	1
1601262 Total			12	2
1504481	Store Associate	Charter.com	1	1
		Direct Employers	0	0
1504481 Total			1	1
1603369	Store Associate	Charter.com	1	1
		Direct Employers	0	0
1603369 Total			1	1
1505250	Store Lead	Charter.com	5	1
		Direct Employers	0	0
1505250 Total			5	1
1502541	Direct Sales Rep	CareerBuilder.com	1	0
		Indeed	4	1
		Charter.com	15	6

1502541	Direct Sales Rep	Direct Employers	0	0
		Referral*	3	1
		Charter TV	1	0
1502541 Total			24	8
1505988	Direct Sales Rep	CareerBuilder.com	1	0
		Craig's List	1	0
		Indeed	1	0
		Charter.com	9	3
		Direct Employers	0	0
		Referral*	1	0
		Charter TV	1	0
1505988 Total			14	3
1506952	Direct Sales Rep	CareerBuilder.com	2	0
		Indeed	3	2
		LinkedIn	1	0
		Monster	1	0
		Charter.com	15	4
		Direct Employers	0	0
		Referral*	7	2
1506952 Total			29	8
1505868	Sup, Direct Sales I-SFU	Charter.com	1	1
		Direct Employers	0	0
1505868 Total			1	1
1507165	Sup, Direct Sales I-SFU	Charter.com	2	1
		Direct Employers	0	0
1507165 Total			2	1
1506053	Sales Engineer II SB	Internal	1	1
		Direct Employers	0	0
1506053 Total			1	1
Grand Total			478	143

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	252
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	9
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	7
Beyond*					No	4
Internal					No	1
CareerBuilder*					No	18
Charter TV					No	2
Craig's List*					No	14
Monster*					No	5
Zip Recruiter*					No	3
Indeed*					No	71
Employee referral					No	92

* 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	Career Progression for Store Employees	Ongoing	The <i>Charter Store Career Progression Program</i> offers our Store Representatives a well-defined opportunity for job and salary advancement. Representatives will soon have a clear path for advancing to the newly created position of Store Specialist , and that path will be identical for every current Representative. The program outlines a structured career path for Store Representatives and provides an environment in which they are recognized for their contributions to Charter's success. It also provides motivation, recognition and rewards for employees who consistently exceed our expectations. Additionally, the program will improve our ability to attract top sales talent to Charter by providing those individuals with a competitive compensation structure and formal career path.

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
12566 - OPS St. Louis Cnty MO**

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

Total Number of Full-Time Vacancies Filled During This Period: 56
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 90

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

FULL-TIME VACANCIES FILLED

State MO
FCC Unit 12566 - OPS St. Louis Cnty MO

Req #	Job Title	Source	Interviewees Referred	Number Hired
1504373	Network Engineer OperationsIII	Direct Employers	0	0
1504373 Total			0	0
1506411	Cost Analyst	Company Recruiter	1	0
		Indeed	2	0
		Internal	1	0
		MultiChannel News	0	0
		Charter.com	0	0
		Direct Employers	0	0
		GlassDoor*	1	0
		Indeed*	1	0
		LinkedIn*	1	0
		Recruit Military	0	0
		Cable Fax	0	0
1506411 Total			7	0
1506932	Dir, Engineering	Internal	1	1
		Direct Employers	0	0
1506932 Total			1	1
1603531	Dir, Finance	Direct Employers	0	0
		LinkedIn*	1	1
1603531 Total			1	1
1604354	Mgr, Cost Analysis	Internal	1	0

1604354	Mgr, Cost Analysis	Direct Employers	0	0
1604354 Total			1	0
1505555	RCA Analyst	Internal	8	1
		Charter.com	0	0
		Direct Employers	0	0
1505555 Total			8	1
1601473	Security Specialist I	Charter.com	3	1
		Direct Employers	0	0
1601473 Total			3	1
1505550	Sr Cost Analyst	Internal	3	1
		Direct Employers	0	0
		Indeed*	1	0
1505550 Total			4	1
1603533	Sr Mgr, Cost Analysis	MultiChannel News	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	0
		Indeed*	1	1
		Recruit Military	0	0
		Cable Fax	0	0
1603533 Total			2	1
1505746	Systems Engineer III	MultiChannel News	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
		Recruit Military	0	0
		Cable Fax	0	0
1505746 Total			1	1
1506847	Systems Engineer III	Internal	1	1
		MultiChannel News	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Recruit Military	0	0
		Cable Fax	0	0
1506847 Total			1	1
1602140	Telephony Network &ASR Analyst	MultiChannel News	0	0
		Charter.com	2	1
		Direct Employers	0	0
		Referral*	2	0
		Recruit Military	0	0
		Cable Fax	0	0
1602140 Total			4	1
1603534	Transport & Capacity Eng III	Internal	1	1

1603534	Transport & Capacity Eng III	Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	0
1603534 Total			2	1
1603535	Transport & Capacity Eng III	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1603535 Total			1	1
1506851	Network Engineer Operations I	Internal	1	1
1506851 Total			1	1
1603232	VP, Network Operations	Charter.com	0	0
		Direct Employers	0	0
1603232 Total			0	0
1603396	Assoc Network Ops Engineer	Internal	1	1
		Charter.com	1	0
		Direct Employers	0	0
1603396 Total			2	1
1603411	Assoc Network Ops Engineer	Charter.com	1	1
		Direct Employers	0	0
1603411 Total			1	1
1603412	Assoc Network Ops Engineer	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1603412 Total			1	1
1603415	Assoc Network Ops Engineer	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1603415 Total			1	1
1603417	Assoc Network Ops Engineer	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1603417 Total			1	1
1603418	Assoc Network Ops Engineer	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1603418 Total			1	1
1603659	Assoc Network Ops Engineer	Agency	1	1
1603659 Total			1	1
1603781	Assoc Network Ops Engineer	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1603781 Total			1	1
1604169	Assoc Network Ops Engineer	Charter.com	1	1

1604169	Assoc Network Ops Engineer	Direct Employers	0	0
1604169 Total			1	1
1604170	Assoc Network Ops Engineer	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1604170 Total			1	1
1604298	Assoc Network Ops Engineer	Charter.com	1	1
		Direct Employers	0	0
1604298 Total			1	1
1604299	Assoc Network Ops Engineer	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1604299 Total			1	1
1604300	Assoc Network Ops Engineer	Internal	1	1
		Charter.com	0	0
1604300 Total			1	1
1604301	Assoc Network Ops Engineer	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1604301 Total			1	1
1604304	Assoc Network Ops Engineer	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1604304 Total			1	1
1604305	Assoc Network Ops Engineer	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1604305 Total			1	1
1604307	Assoc Network Ops Engineer	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1604307 Total			1	1
1604556	Assoc Network Ops Engineer	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1604556 Total			1	1
1604557	Assoc Network Ops Engineer	Charter.com	0	0
		Direct Employers	0	0
		Ziprecruiter.com*	1	1
1604557 Total			1	1
1604558	Assoc Network Ops Engineer	Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	1

1604558 Total			1	1
1604560	Assoc Network Ops Engineer	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1604560 Total			1	1
1604561	Assoc Network Ops Engineer	Internal	1	1
		Direct Employers	0	0
		LinkedIn*	1	0
1604561 Total			2	1
1604562	Assoc Network Ops Engineer	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1604562 Total			1	1
1604563	Assoc Network Ops Engineer	Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	1
1604563 Total			2	1
1604564	Assoc Network Ops Engineer	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1604564 Total			1	1
1605054	Assoc Network Ops Engineer	Charter.com	1	1
		Direct Employers	0	0
1605054 Total			1	1
1605127	Dir, Engineering	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1605127 Total			1	1
1506409	Mgr, NOC	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1506409 Total			1	1
1603388	Mgr, NOC	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1603388 Total			1	1
1506081	Network Engineer Operations I	Internal	1	1
1506081 Total			1	1
1601592	Network Engineer Operations I	Internal	1	1
1601592 Total			1	1
1602449	Network Engineer Operations I	Internal	1	1
1602449 Total			1	1
1602463	Network Engineer Operations I	Referral*	1	1

1602463 Total			1	1
1602467	Network Engineer Operations I	Internal	2	1
1602467 Total			2	1
1603068	Network Engineer Operations I	Agency Charter.com	1 0	1 0
1603068 Total			1	1
1603069	Network Engineer Operations I	Internal Charter.com Direct Employers	1 1 0	0 1 0
1603069 Total			2	1
1603073	Network Engineer Operations I	Charter.com Direct Employers Indeed*	0 0 1	0 0 1
1603073 Total			1	1
1604567	Network Engineer Operations I	Charter.com Direct Employers Indeed*	0 0 1	0 0 1
1604567 Total			1	1
1602742	Network Engineer Operations II	Internal Charter.com Direct Employers	1 0 0	1 0 0
1602742 Total			1	1
1601785	Network Engineer Operations III	Internal MultiChannel News Charter.com Direct Employers Referral* LinkedIn* Recruit Military Cable Fax	3 0 0 0 1 1 0 0	1 0 0 0 0 0 0 0
1601785 Total			5	1
1603095	RCA Analyst	Charter.com Direct Employers	1 0	1 0
1603095 Total			1	1
1603099	SVP, Network Operations	Referral*	1	1
1603099 Total			1	1
1506411	Cost Analyst	Indeed	1	1
1506411 Total			1	1
1504373	Network Engineer Operations III	MultiChannel News Charter.com Recruit Military Cable Fax	0 1 0 0	0 1 0 0
1504373 Total			1	1

1604300	Assoc Network Ops Engineer	Direct Employers	0	0
1604300	Total		0	0
Grand Total			90	56

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	
Multi Channel News						
Cable Fax						

* 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 12566 - OPS St. Louis Cnty MO

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

Total Number of Full-Time Vacancies Filled During This Period: 72
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 441

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

FULL-TIME VACANCIES FILLED

State MO
 FCC Unit 12566 - OPS St. Louis Cnty MO

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1602595	Account Manager ESM	Internal	5	1
		Charter.com	0	0
		Direct Employers	0	0
1602595 Total			5	1
1602096	Govt Subsidized Program Spec	Internal	7	2
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	0
		GlassDoor.com	0	0
		Indeed.com*	4	0
		JobsFlag.com*	1	0
		Beyond.com*	1	0
		LinkedIn.com*	1	0
1602096 Total			16	2
1603885	Govt Subsidized Program Spec	Internal	9	1
		Charter.com	3	0
		Direct Employers	0	0
		Referral*	2	0
		GlassDoor.com	0	0
		Indeed.com*	5	0
1603885 Total			19	1
1507386	Major Accounts Executive	Internal	2	2
		Charter.com	1	1

1507386	Major Accounts Executive	Direct Employers	0	0
		Referral*	1	1
1507386 Total			4	4
1603181	Price Desk Specialist	Internal	25	1
		Charter.com	3	0
		Direct Employers	0	0
		Referral*	5	0
		GlassDoor.com	0	0
		Indeed.com*	7	0
		Craig's List*	1	0
1603181 Total			41	1
1601270	Project Manager	Internal	4	0
		Charter.com	2	0
		Direct Employers	0	0
		Referral*	1	1
		GlassDoor.com	1	0
1601270 Total			8	1
1602355	Sales Support Coordinator II	Internal	22	3
		Charter.com	11	2
		Direct Employers	0	0
		Referral*	8	1
		GlassDoor.com	0	0
		Indeed.com*	8	1
		Webster University	0	0
		Lindenwood University	0	0
		St. Louis Community College	0	0
		Fontbonne University	0	0
		Missouri College*	1	0
		Missouri Unemployment Office*	1	0
		LinkedIn.com*	2	0
		Maryville University	0	0
		Missouri Baptist University	0	0
1602355 Total			53	7
1601320	Sr Technical Specialist	Charter.com	0	0
		Direct Employers	0	0
		GlassDoor.com	0	0
		Indeed.com*	1	1
1601320 Total			1	1
1601850	Strategic Account Manager ESM	Monster*	1	0
		Internal	2	1
		Charter.com	1	0
		Direct Employers	0	0
		Simply Hired*	1	0
		LinkedIn.com*	3	0
1601850 Total			8	1
1507006	Technical Specialist	Charter.com	0	0

1507006	Technical Specialist	Direct Employers	0	0
		Referral*	1	1
		GlassDoor.com	0	0
		Indeed.com*	1	0
		LinkedIn.com*	1	0
1507006 Total			3	1
1601805	Trunking Specialist	Internal	1	1
		Charter.com	2	2
		Direct Employers	0	0
1601805 Total			3	3
1603895	Trunking Specialist	Charter.com	0	0
		Direct Employers	0	0
		Referral*	2	2
1603895 Total			2	2
1605306	Trunking Specialist	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1605306 Total			1	1
1505002	Major Accounts Executive	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1505002 Total			1	1
1505808	Mgr, Regl Mrkg - Enterprise	Internal	5	1
		Direct Employers	0	0
		GlassDoor.com	1	0
		Indeed.com*	3	0
1505808 Total			9	1
1506938	Mgr, Service Activation	Internal	2	0
		Charter.com	3	0
		Direct Employers	1	0
		Referral*	2	0
		RecruitMilitary.com	0	0
		GlassDoor.com	1	0
		CableFax.com	0	0
		MultiChannelNews.com	0	0
		Indeed.com*	5	1
1506938 Total			14	1
1505286	Sales Support Coordinator CB	Internal	32	4
		Charter.com	2	0
		Direct Employers	0	0
		Referral*	2	1
		GlassDoor.com	0	0
		Indeed.com*	1	0
1505286 Total			37	5
1507112	Sales Support Coordinator II	Internal	17	4
		Charter.com	4	1

1507112	Sales Support Coordinator II	Direct Employers	0	0
		Referral*	6	1
		GlassDoor.com	0	0
		Indeed.com*	2	0
		Webster University	0	0
		Lindenwood University	0	0
		St. Louis Community College	0	0
		Fontbonne University	0	0
		Southwestern Illinois Community College	0	0
		Maryville University	0	0
		Missouri Baptist University	0	0
		University of Missouri - St. Louis	0	0
1507112 Total			29	6
1505075	Trunking Specialist	Monster*	1	0
		Internal	9	2
		Charter.com	0	0
		Direct Employers	0	0
		Indeed.com*	1	0
		Google*	1	0
1505075 Total			12	2
1507000	Trunking Specialist	Internal	5	1
		Charter.com	0	0
		Direct Employers	0	0
1507000 Total			5	1
1505139	Billing Assurance Specialist	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		Insight Global*	1	1
1505139 Total			2	2
1504626	Govt Subsidized Program Spec	Monster*	1	1
		Internal	14	0
		Charter.com	4	1
		Direct Employers	0	0
		Referral*	1	0
		RecruitMilitary.com	0	0
		GlassDoor.com	0	0
		CableFax.com	0	0
		MultiChannelNews.com	0	0
		Indeed.com*	2	0
		LinkedIn.com*	0	0
1504626 Total			22	2
1506322	Major Accounts Executive	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1506322 Total			1	1
1504644	Mgr, Price Desk	Internal	5	1

1504644	Mgr, Price Desk	Charter.com	0	0
		Direct Employers	0	0
		RecruitMilitary.com	0	0
		GlassDoor.com	0	0
		CableFax.com	0	0
		MultiChannelNews.com	0	0
1504644 Total			5	1
1504639	Price Desk Specialist	Internal	39	2
		Charter.com	3	0
		Direct Employers	0	0
		Referral*	1	0
		RecruitMilitary.com	0	0
		GlassDoor.com	0	0
		CableFax.com	0	0
		MultiChannelNews.com	0	0
		Westminster College*	1	0
		Indeed.com*	2	0
		LinkedIn.com*	1	0
1504639 Total			47	2
1506666	Price Desk Specialist	Internal	21	6
		Charter.com	2	0
		Direct Employers	0	0
		Referral*	1	0
		GlassDoor.com	0	0
		Indeed.com*	2	0
1506666 Total			26	6
1505984	Project Mgr-Ops	Monster*	1	0
		Internal	1	0
		Charter.com	2	1
		Direct Employers	0	0
		Indeed.com*	1	0
1505984 Total			5	1
1504823	Sr Application Analyst	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1504823 Total			1	1
1505135	Sr Project Manager	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1505135 Total			1	1
1506667	Sup, Price Desk	Internal	6	1
		Charter.com	0	0
		Direct Employers	0	0
		GlassDoor.com	1	0
		Indeed.com*	1	0
1506667 Total			8	1

1504864	Systems Analyst-Ops	Charter.com	1	0
		Direct Employers	0	0
		Insight Global*	1	1
		LinkedIn.com*	1	0
1504864 Total			3	1
1506213	Systems Analyst-Ops	Charter.com	1	1
		Direct Employers	0	0
1506213 Total			1	1
1506343	Systems Analyst-Ops	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
		LinkedIn.com*	1	1
1506343 Total			2	2
1601281	Systems Analyst-Ops	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
1601281 Total			1	1
1603489	Systems Analyst-Ops	Internal	2	1
		Charter.com	0	0
		Direct Employers	0	0
		Indeed.com*	1	0
1603489 Total			3	1
1604670	Systems Analyst-Ops	Charter.com	1	1
		Direct Employers	0	0
1604670 Total			1	1
1506347	Trunking Specialist	Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
1506347 Total			1	1
1504641	RFP Specialist	Internal	28	2
		Charter.com	5	0
		Direct Employers	0	0
		Referral*	5	1
		RecruitMilitary.com	0	0
		GlassDoor.com	0	0
		CableFax.com	0	0
		MultiChannelNews.com	0	0
		Indeed.com*	2	0
1504641 Total			40	3
Grand Total			441	72

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	1
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	73
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	10
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	4
Insight Global *		St. Louis, MO 63131				2
CableFax.com	9211 Corporate Blvd. 4th Floor	Rockville MD 20850	cablefax.com	301-354-2000	No	0
MultiChannel News.com	28 E. 28th St., 12th Floor	New York, N.Y. 10016	multichannelnews.com	917-281-4700	No	0
Monster*	133 Boston Post Road	Weston, MA 02493	monster.com	978-461-8000	No	4
Indeed.com*	6433 Champion Grandview Way Building 1	Austin, TX 78750	indeed.com		No	49
Westminster College*	501 Westminster Ave	Fulton, MO 65251	www.westminster-mo.edu	573-642-3361	No	1
JobsFlag*	1178 South State, 2nd Floor	Orem Utah 84097	www.jobsflag.com		No	1
Beyond.com*	1060 First Ave, Suite 100	King of Prussia, PA 19406	www.beyond.com	610.878.2800	No	1
Missouri Unemployment Office*			http://labor.mo.gov/DES/Claims	573-751-9040	No	1
Missouri College*	1405 S Hanley Rd	Brentwood, MO 63144	www.missouricollege.edu	314-768-7800	No	1
Webster University	470 East Lockwood Ave.	St. Louis, MO 63119-3141 USA	www.webster.edu	800-981-9801	No	0
Maryville University	650 Maryville University Drive	St. Louis, MO 63141	www.maryville.edu	314.529.9300	No	0
St. Louis Community College	5600 Oakland Ave.	St. Louis, MO 63110	www.stlcc.edu	314-644-9100	No	0
Missouri Baptist Univeristy	One College Park Drive	Saint Louis, MO 63141-8698	www.mobap.edu	314-434-1115	No	0

Lindenwood University	209 S Kingshighway St.	St Charles, MO 63301	www.lindenwood.edu	636-949-2000	No	0
Fontbonne University	6800 Wydown Blvd	Clayton, MO 63105	www.fontbonne.edu	314-862-3456	No	0
Craigslist*			www.craigslist.org		No	1
Simply Hired*					No	1
Google*	Parkway	94043	www.google.com			1
Referral*						42

* 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	Informational Table at Lindenwood University	2/9/2016	Charter set up a table in the common area for several hours. This opportunity provided sales operations leaders the ability to promote Charter in the community and discuss open positions within Sales Operations.
5	Career Fair at Lindenwood University	2/16/2016	This career fair was hosted by Lindenwood University so that employers and students could connect and discuss current open positions. This opportunity provided sales operations leaders the ability to promote Charter in the community and discuss open positions within Sales Operations.