*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
## 12416 - SR Hall Cnty NE

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

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

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

**FULL-TIME VACANCIES FILLED**

State            NE
FCC Unit      12416 - SR Hall Cnty NE

| Req # | Job Title | Source | Interviewees Referred | Number Hired |
|-------|-----------|--------|----------------------:|-------------:|
| (blank) | (blank) | (blank) | 0 | 0 |
| **(blank) Total** | | | **0** | **0** |
| Grand Total | | | 0 | 0 |

**This unit has no reportable recruiting activity for the reporting period.**

# RECRUITMENT SOURCE LIST

| Name of Recruitment Source | Street Address | City, State, Zip | Contact Person | Telephone Number | Entitled to Notification? | Total Number of Referrals |
|---|---|---|---|---|---|---|
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**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. |