

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 12599 - OPS Buffalo Cnty NE

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

Total Number of Full-Time Vacancies Filled During This Period: 11  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 31

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

### FULL-TIME VACANCIES FILLED

State NE  
FCC Unit 12599 - OPS Buffalo Cnty NE

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1504955	Broadband Installer	Monster	1	1
		TV	1	0
		Internal	1	1
		Charter.com	3	0
		Direct Employers	0	0
		Referral*	3	1
		Indeed*	1	0
<b>1504955 Total</b>			<b>10</b>	<b>3</b>
1601105	Broadband Installer	Direct Employers	0	0
		Indeed*	1	1
<b>1601105 Total</b>			<b>1</b>	<b>1</b>
1602185	Broadband Installer	Internal	1	0
		Direct Employers	0	0
		Referral*	1	0
		Indeed*	1	1
		Ne Works	1	0
<b>1602185 Total</b>			<b>4</b>	<b>1</b>
1601100	Broadband Technician Sr	Internal	3	2
		Direct Employers	0	0
<b>1601100 Total</b>			<b>3</b>	<b>2</b>
1603768	Construction Tech I	Internal	1	1
		Charter.com	1	0
		Direct Employers	0	0

1603768	Construction Tech I	Indeed*	1	0
<b>1603768 Total</b>			<b>3</b>	<b>1</b>
1603998	Maintenance Technician	Internal	1	1
		Charter.com	1	0
		Direct Employers	0	0
		Indeed*	1	0
<b>1603998 Total</b>			<b>3</b>	<b>1</b>
1506285	Sr Warehouse Technician	Direct Employers	0	0
		Referral*	1	1
<b>1506285 Total</b>			<b>1</b>	<b>1</b>
1505087	Warehouse Technician	Internal	1	0
		Direct Employers	0	0
		Indeed*	5	1
<b>1505087 Total</b>			<b>6</b>	<b>1</b>
Grand Total			31	11

**RECRUITMENT SOURCE LIST**

<b>Name of Recruitment Source</b>	<b>Street Address</b>	<b>City, State, Zip</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Entitled to Notification?</b>	<b>Total Number of Referrals</b>
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	0
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
Indeed.com*	177 Broad Street 6th Floor	Stamford, CT. 06901	Indeed.com	203-328-2691	No	10
Monster Worldwide Inc. **	622 Third Avenue 39th Floor	New York, NY 10017	monster.com	212-351-7000	No	1
Referral*					No	5
NE Works*					No	1
Internal					No	8
TV Ad	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	1
Craigslist	Internet posting		craigslist.org		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	Training & Career Progression for Technicians	Ongoing	The Charter Career Progression Program for Broadband/Maintenance Technicians that offers our technicians a well-defined opportunity for job and salary advancement. The program outlines a structured career path and provides an environment in which they are recognized for their craftsmanship and 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 talent to Charter by providing those individuals with a competitive compensation structure and formal career path.

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## 2016 FCC EEO Public File Report for Charter Communications 12599 - OPS Buffalo Cnty NE

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

Total Number of Full-Time Vacancies Filled During This Period: 7  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 13

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

### FULL-TIME VACANCIES FILLED

State NE  
FCC Unit 12599 - OPS Buffalo Cnty NE

Req #	Job Title	Source	Interviewees Referred	Number Hired
1603329	Business Account Executive	Beyond.com	1	0
		Indeed	1	1
		Charter.com	2	0
		Direct Employers	0	0
<b>1603329 Total</b>			<b>4</b>	<b>1</b>
1604245	Business Account Executive	Charter.com	2	1
		Direct Employers	0	0
<b>1604245 Total</b>			<b>2</b>	<b>1</b>
1505099	Direct Sales Rep	Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	1
<b>1505099 Total</b>			<b>2</b>	<b>1</b>
1506449	Direct Sales Rep	Indeed	1	1
		Charter.com	1	0
		Direct Employers	0	0
<b>1506449 Total</b>			<b>2</b>	<b>1</b>
1602187	Store Associate	Charter.com	1	1
		Direct Employers	0	0
<b>1602187 Total</b>			<b>1</b>	<b>1</b>
1506400	Sup, Direct Sales I-SFU	Charter.com	1	1
		Direct Employers	0	0
<b>1506400 Total</b>			<b>1</b>	<b>1</b>
1505876	Sup, Store	Indeed	1	1
		Direct Employers	0	0
<b>1505876 Total</b>			<b>1</b>	<b>1</b>
<b>Grand Total</b>			<b>13</b>	<b>7</b>

**RECRUITMENT SOURCE LIST**

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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	8
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
Beyond*						1
Indeed*						3
Employee Referral						1

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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.
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 <b>Store Specialist</b> , 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.

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**2016 FCC EEO Public File Report for Charter Communications  
12599 - OPS Buffalo Cnty NE**

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Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 1

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**FULL-TIME VACANCIES FILLED**

State NE  
FCC Unit 12599 - OPS Buffalo Cnty NE

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1505007	Major Accounts Executive	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
<b>1505007 Total</b>			<b>1</b>	<b>1</b>
Grand Total			1	1



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