

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  
12607 - OPS Washoe Cnty NV**

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

Total Number of Full-Time Vacancies Filled During This Period: 85  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 335

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

**FULL-TIME VACANCIES FILLED**

State NV  
FCC Unit 12607 - OPS Washoe Cnty NV

Req #	Job Title	Source	Interviewees Referred	Number Hired
1601714	Warehouse Technician	GlassDoor	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1601714 Total</b>			<b>1</b>	<b>1</b>
1601723	Warehouse Technician	Charter	1	1
		GlassDoor	0	0
		Direct Employers	0	0
		Referral*	2	0
		NevadaJobConnect*	1	0
<b>1601723 Total</b>			<b>4</b>	<b>1</b>
1603500	Warehouse Technician	GlassDoor	0	0
		Direct Employers	0	0
		Referral*	2	1
		Charter	1	0
<b>1603500 Total</b>			<b>3</b>	<b>1</b>
1604230	Warehouse Technician	GlassDoor	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1604230 Total</b>			<b>1</b>	<b>1</b>

1506441	Warehouse Technician	GlassDoor	0	0
		Direct Employers	0	0
		Referral*	4	0
		Indeed*	1	1
		Google*	1	0
<b>1506441 Total</b>			<b>6</b>	<b>1</b>
1504967	Broadband Installer	Charter.com	1	0
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		Employee Referral	2	2
		Northern Nevada Employment Guide	0	0
<b>1504967 Total</b>			<b>3</b>	<b>2</b>
1505021	Broadband Installer	Indeed	1	0
		Internal	1	0
		Charter.com	1	0
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		Employee Referral	3	2
		Northern Nevada Employment Guide	0	0
<b>1505021 Total</b>			<b>6</b>	<b>2</b>
1505951	Broadband Installer	Google	2	0
		Indeed	3	2
		Charter.com	1	0
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		University of Nevada, Reno	0	0
<b>1505951 Total</b>			<b>6</b>	<b>2</b>
1506748	Broadband Installer	Google	1	0
		Indeed	1	0
		Charter.com	4	2
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		Employee Referral	2	1
		TV Commercial	2	1
		University of Nevada, Reno	0	0
<b>1506748 Total</b>			<b>10</b>	<b>4</b>
1506762	Broadband Installer	Google	2	2
		Indeed	1	0
		Charter.com	2	0
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		Employee Referral	2	0
		University of Nevada, Reno	0	0
<b>1506762 Total</b>			<b>7</b>	<b>2</b>

1601227	Broadband Installer	Google	1	0
		Indeed	2	1
		Internal	1	1
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		Employee Referral	2	0
		University of Nevada, Reno	0	0
<b>1601227 Total</b>			<b>6</b>	<b>2</b>
1601349	Broadband Installer	Internal	1	1
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		Employee Referral	1	0
		University of Nevada, Reno	0	0
<b>1601349 Total</b>			<b>2</b>	<b>1</b>
1602031	Broadband Installer	Indeed	1	0
		Internal	1	0
		Charter.com	2	0
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		Employee Referral	5	3
		Facebook Word of Mouth Jobs	0	0
		Hero2Hired	0	0
		TV Commercial	1	0
		University of Nevada, Reno	0	0
		Western Nevada College	0	0
<b>1602031 Total</b>			<b>10</b>	<b>3</b>
1602829	Broadband Installer	Google	2	1
		Yahoo	1	1
		Internal	1	1
		Charter.com	3	1
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		Employee Referral	5	1
		Facebook Word of Mouth Jobs	0	0
		TV Commercial	1	0
		Western Nevada College	0	0
<b>1602829 Total</b>			<b>13</b>	<b>5</b>
1604030	Broadband Installer	Direct Employers	0	0
		Career College Northern Nevada	0	0
		Employee Referral	1	1
		Facebook Word of Mouth Jobs	2	0
		Hero2Hired	0	0
		University of Nevada, Reno	0	0
		Western Nevada College	0	0
<b>1604030 Total</b>			<b>3</b>	<b>1</b>

1604312	Broadband Installer	Yahoo	1	0
		Internal	2	1
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		Employee Referral	3	2
<b>1604312 Total</b>			<b>6</b>	<b>3</b>
1604927	Broadband Installer	Indeed	1	0
		Direct Employers	0	0
		Career College Northern Nevada	1	1
		Employee Referral	1	1
		University of Nevada, Reno	0	0
<b>1604927 Total</b>			<b>3</b>	<b>2</b>
1506195	Broadband Technician Sr	Internal	1	1
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		University of Nevada, Reno	0	0
<b>1506195 Total</b>			<b>1</b>	<b>1</b>
1507179	Broadband Technician Sr	Internal	2	1
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		University of Nevada, Reno	0	0
<b>1507179 Total</b>			<b>2</b>	<b>1</b>
1603280	Broadband Technician Sr	Internal	3	3
		Direct Employers	0	0
<b>1603280 Total</b>			<b>3</b>	<b>3</b>
1603818	Broadband Technician Sr	Internal	3	3
		Direct Employers	0	0
<b>1603818 Total</b>			<b>3</b>	<b>3</b>
1505108	CB Broadband Technician	Direct Employers	0	0
		Employee Referral	1	1
		Northern Nevada Employment Guide	0	0
<b>1505108 Total</b>			<b>1</b>	<b>1</b>
1506181	CB Broadband Technician	Internal	5	1
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		University of Nevada, Reno	0	0
<b>1506181 Total</b>			<b>5</b>	<b>1</b>
1505088	Field Auditor	Internal	1	1
		Career College Northern Nevada	0	0
		Northern Nevada Employment Guide	0	0
<b>1505088 Total</b>			<b>1</b>	<b>1</b>

1505815	Field Auditor	Indeed	2	0
		Charter.com	4	2
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		Employee Referral	5	2
		University of Nevada, Reno	0	0
<b>1505815 Total</b>			<b>11</b>	<b>4</b>
1601589	Field Auditor	Indeed	2	1
		Local Job Network	1	0
		Charter.com	2	1
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		Employee Referral	1	0
		Nevada Job Connect	1	0
<b>1601589 Total</b>			<b>7</b>	<b>2</b>
1503356	Mgr, Supply Chain Hub	Internal	4	0
		Charter.com	1	0
		Direct Employers	0	0
		Indeed*	3	0
		USAJobs.gov	1	1
<b>1503356 Total</b>			<b>9</b>	<b>1</b>
1604893	Mgr, Technical Operations	Internal	5	1
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		University of Nevada, Reno	0	0
<b>1604893 Total</b>			<b>5</b>	<b>1</b>
1506557	Network Technician	Google	3	0
		Indeed	7	0
		Veterans Career Fair	1	0
		Internal	4	2
		Charter.com	9	0
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		Employee Referral	1	0
		University of Nevada, Reno	0	0
<b>1506557 Total</b>			<b>25</b>	<b>2</b>
1604720	QA Inspector I	Internal	5	1
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		Employee Referral	1	0
		Hero2Hired	0	0
		University of Nevada, Reno	0	0
<b>1604720 Total</b>			<b>6</b>	<b>1</b>
1603171	Sr Warehouse Technician	GlassDoor	0	0
		Internal	1	1
		Direct Employers	0	0
<b>1603171 Total</b>			<b>1</b>	<b>1</b>

1506021	Sup, Technical Service	Indeed	1	0
		Internal	10	1
		Charter.com	3	0
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		University of Nevada, Reno	0	0
<b>1506021 Total</b>			<b>14</b>	<b>1</b>
1506402	System Technician I	Indeed	2	0
		Internal	7	1
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		University of Nevada, Reno	0	0
<b>1506402 Total</b>			<b>9</b>	<b>1</b>
1505533	Warehouse Technician	Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	1
		Indeed*	2	0
		RenoTahoeJobs*	1	0
<b>1505533 Total</b>			<b>5</b>	<b>1</b>
1506379	Warehouse Technician	GlassDoor	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1506379 Total</b>			<b>1</b>	<b>1</b>
1507035	Warehouse Technician	GlassDoor	0	0
		Direct Employers	0	0
		Referral*	3	1
		Spherion Staffing	1	0
<b>1507035 Total</b>			<b>4</b>	<b>1</b>
1601493	Warehouse Technician	GlassDoor	0	0
		Direct Employers	0	0
		Indeed*	3	1
<b>1601493 Total</b>			<b>3</b>	<b>1</b>
1603360	Warehouse Technician	Charter	1	1
		GlassDoor	0	0
		Direct Employers	0	0
		Referral*	2	0
		Indeed*	1	0
		Reno Tahoe Jobs*	1	0
		Monster*	1	0
<b>1603360 Total</b>			<b>6</b>	<b>1</b>
1604444	Warehouse Technician	GlassDoor	0	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	2	0
		Spherion Staffing	1	1
		Indeed*	1	0
<b>1604444 Total</b>			<b>5</b>	<b>1</b>

1604875	Administrative Assistant I	Internal	2	1
		Direct Employers	0	0
<b>1604875 Total</b>			<b>2</b>	<b>1</b>
1605180	Capital Coordinator	Indeed	3	1
		Charter.com	1	0
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		Hero2Hired	0	0
		University of Nevada, Reno	0	0
<b>1605180 Total</b>			<b>4</b>	<b>1</b>
1506661	Construction Coordinator	Indeed	3	0
		LinkedIn	1	0
		Internal	3	1
		Charter.com	2	0
		Direct Employers	0	0
<b>1506661 Total</b>			<b>9</b>	<b>1</b>
1507177	Construction Coordinator	Internal	2	1
		Charter.com	2	1
		Direct Employers	0	0
		Career College Northern Nevada	0	0
<b>1507177 Total</b>			<b>4</b>	<b>2</b>
1604789	Construction Coordinator	Internal	4	1
		Charter.com	2	0
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		Employee Referral	2	0
		Hero2Hired	0	0
		University of Nevada, Reno	0	0
<b>1604789 Total</b>			<b>8</b>	<b>1</b>
1506023	Dispatcher I	Internal	1	1
		Direct Employers	0	0
<b>1506023 Total</b>			<b>1</b>	<b>1</b>
1507171	Dispatcher I	Indeed	12	1
		Monster	2	0
		Charter.com	5	0
		Direct Employers	0	0
		Employee Referral	1	0
<b>1507171 Total</b>			<b>20</b>	<b>1</b>
1505089	Dispatcher Lead	Indeed	2	0
		RecruitMilitary	1	0
		Internal	7	1
		Charter.com	2	0
		Direct Employers	0	0
		RenoTahoeJobs.com	1	0
<b>1505089 Total</b>			<b>13</b>	<b>1</b>

1601312	Facilities Administrator	Indeed	2	1
		LinkedIn	0	0
		Charter.com	1	0
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		Employee Referral	1	0
		Reno Gazette Journal	0	0
		University of Nevada, Reno	0	0
<b>1601312 Total</b>			<b>4</b>	<b>1</b>
1505605	Human Resources Generalist I	Indeed	4	1
		Charter.com	1	0
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		University of Nevada, Reno	0	0
<b>1505605 Total</b>			<b>5</b>	<b>1</b>
1604934	Human Resources Generalist I	Indeed	7	1
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		Hero2Hired	0	0
		University of Nevada, Reno	0	0
<b>1604934 Total</b>			<b>7</b>	<b>1</b>
1605179	Mgr, Field Business Planning	Internal	2	1
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		Hero2Hired	0	0
		University of Nevada, Reno	0	0
<b>1605179 Total</b>			<b>2</b>	<b>1</b>
1505316	Network Technician	GlassDoor	1	0
		Indeed	2	0
		Monster	2	0
		Internal	5	1
		Charter.com	1	0
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		Employee Referral	2	1
		University of Nevada, Reno	0	0
<b>1505316 Total</b>			<b>13</b>	<b>2</b>
1603394	Purchasing Coordinator	Indeed	3	0
		Charter.com	2	1
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		Facebook Word of Mouth Jobs	0	0
		University of Nevada, Reno	0	0
<b>1603394 Total</b>			<b>5</b>	<b>1</b>



1506751	Service Estimator	Indeed	3	0
		Internal	1	0
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		University of Nevada, Reno	0	0
<b>1506751 Total</b>			<b>4</b>	<b>0</b>
1505506	Technical Clerk	Internal	3	0
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		Employee Referral	1	0
		University of Nevada, Reno	0	0
<b>1505506 Total</b>			<b>4</b>	<b>0</b>
1505873	Warehouse Technician	GlassDoor	0	0
		Direct Employers	0	0
		Referral*	5	1
		Indeed*	3	0
		Google*	1	0
<b>1505873 Total</b>			<b>9</b>	<b>1</b>
1505578	Workforce Mgmt Technical Coord	Internal	3	2
		Direct Employers	0	0
		Career College Northern Nevada	0	0
		University of Nevada, Reno	0	0
<b>1505578 Total</b>			<b>3</b>	<b>2</b>
1505506	Technical Clerk	Internal	1	1
<b>1505506 Total</b>			<b>1</b>	<b>1</b>
1505088	Field Auditor	Direct Employers	0	0
<b>1505088 Total</b>			<b>0</b>	<b>0</b>
Grand Total			335	85

## RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Indeed, Inc.	7501 North Capital of Texas Highway, Bldg. B	Austin, TX 78731	indeed.com	800-462-5842	No	78
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	61
Google	1600 Amphitheatre Parkway.	Mountain View, CA 94043	google.com	650-253-0000	No	14
Monster Worldwide, Inc.	133 Boston Post Road	Weston, MA 02493	monster.com	978-461-8000	No	6
TV Commercial	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	4
RenoTahoeJobs.com	2255 Green Vista Dr. #402	Sparks, NV 89431	renotahoejobs.com	800-225-1372	No	4
Spherion Staffing	555 Double Eagle Ct Suite 1100	Reno, NV 89521	spherion.com	775-829-8367	No	2
Facebook Word of Mouth Jobs	1 Hacker Way	Menlo Park, CA 94025	facebook.com	650-543-4800	No	2
Yahoo! Inc.	701 First Avenue	Sunnyvale, CA 94089	yahoo.com	866-562-7219	No	2
Nevada Job Connect	2281 Pyramid Way	Sparks, NV 89431	nevadajobconnect.com	775-284-9520	No	3
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	1
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	1
Career College Northern Nevada	1421 Pullman Dr.	Sparks, NV 89434	ccnn.edu	775-856-2266	No	1
LinkedIn	2029 Stierlin Ct. Ste. 200	Mountain View, CA 94043	linkedin.com	650-687-3555	No	1
USAJobs.gov	1900 E St NW	Washington, DC 20415	usajobs.gov	844-872-4681	No	2
Craigslist	222 Sutter St, 9th Floor	San Francisco, CA 94108	craigslist.org	800-664-0633	No	1
Veterans Career Fair					No	1
Direct Employers	9002 N. Purdue Rd., Ste. 100	Indianapolis, IN 42628	directemployers.org	317-874-9000	No	0
Northern Nevada Employment Guide	P.O. Box 12584	Reno, NV 89510	nnhra.org		No	0
LocalJobNetwork	1000 N. Water St. Ste 1100	Milwaukee, WI 53202	localjobnetwork.com	800-984-3775	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 12607 - OPS Washoe Cnty NV

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

Total Number of Full-Time Vacancies Filled During This Period: 37  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 97

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

### FULL-TIME VACANCIES FILLED

State NV  
FCC Unit 12607 - OPS Washoe Cnty NV

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1603424	Store Associate	Internal	1	1
		Direct Employers	0	0
<b>1603424 Total</b>			<b>1</b>	<b>1</b>
1603935	Store Associate	Indeed	4	1
		Direct Employers	0	0
<b>1603935 Total</b>			<b>4</b>	<b>1</b>
1505629	Store Associate	Billboard	1	0
		Craig's List	1	0
		Google	1	0
		Indeed	5	0
		Charter.com	1	1
		Direct Employers	0	0
<b>1505629 Total</b>			<b>9</b>	<b>1</b>
1506745	Store Associate	Yahoo	1	0
		Charter.com	1	1
		Direct Employers	0	0
		Referral*	1	0
<b>1506745 Total</b>			<b>3</b>	<b>1</b>
1601767	Business Account Executive	Internal	1	0
		Charter.com	3	0
		Direct Employers	0	0
		Referral*	1	1
<b>1601767 Total</b>			<b>5</b>	<b>1</b>

1603480	Business Account Executive	CareerBuilder.com	1	1
		Company Recruiter	1	0
		Other - please specify below	1	0
		Internal	3	0
		Direct Employers	0	0
<b>1603480 Total</b>			<b>6</b>	<b>1</b>
1604356	Business Account Executive	Internal	1	0
		Direct Employers	0	0
		Referral*	1	1
<b>1604356 Total</b>			<b>2</b>	<b>1</b>
1605197	Business Account Executive	Company Recruiter	1	0
		Internal	1	1
		Direct Employers	0	0
<b>1605197 Total</b>			<b>2</b>	<b>1</b>
1503719	Direct Sales Rep	CareerBuilder.com	1	0
		Charter Career Event Page	2	0
		Company Recruiter	1	0
		Craig's List	1	0
		Give 'Other' Explanation	1	0
		Google	3	2
		Indeed	2	0
		Sales Jobs.com	1	0
		TV	1	0
		Charter.com	1	0
		Direct Employers	0	0
<b>1503719 Total</b>			<b>14</b>	<b>2</b>
1505916	Direct Sales Rep	Charter	2	1
		Charter Career Event Page	1	1
		Craig's List	1	0
		Indeed	1	1
		Please specify below	1	0
		TV	1	0
		Charter.com	4	4
		Direct Employers	0	0
		Referral*	3	2
<b>1505916 Total</b>			<b>14</b>	<b>9</b>
1601096	Direct Sales Rep	Agency	2	0
		Charter	1	0
		Facebook	1	1
		Google	2	1
		Indeed	6	3
		LinkedIn	1	1
		Please specify below	2	1
		Direct Employers	0	0
<b>1601096 Total</b>			<b>15</b>	<b>7</b>
1602326	Direct Sales Rep	*Other - please specify below	1	0

1602326	Direct Sales Rep	CareerBuilder.com	3	0
		Google	1	1
		Indeed	1	0
		LinkedIn	1	1
		Other - please specify below	1	0
		Charter.com	1	1
		Direct Employers	0	0
<b>1602326 Total</b>			<b>9</b>	<b>3</b>
1603366	Direct Sales Rep	Other - please specify below	1	0
		Internal	1	0
		Charter.com	1	1
		Direct Employers	0	0
		Referral*	2	2
<b>1603366 Total</b>			<b>5</b>	<b>3</b>
1604581	Direct Sales Rep	CareerBuilder.com	1	1
		Google	1	1
		Indeed	1	0
		Direct Employers	0	0
		Referral*	2	1
<b>1604581 Total</b>			<b>5</b>	<b>3</b>
1501900	Store Associate	Internal	1	1
		Direct Employers	0	0
<b>1501900 Total</b>			<b>1</b>	<b>1</b>
1502578	Store Associate	LinkedIn	1	0
		Charter.com	1	1
		Direct Employers	0	0
<b>1502578 Total</b>			<b>2</b>	<b>1</b>
Grand Total			97	37

**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	55
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	3
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	0
CareerBuilder*						6
Craig's List *						3
Indeed*						20
Employee Referral						10

\* 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 <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.



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  
12607 - OPS Washoe Cnty NV**

*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: 9

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

**FULL-TIME VACANCIES FILLED**

State            NV  
FCC Unit        12607 - OPS Washoe Cnty NV

Req #	Job Title	Source	Interviewees Referred	Number	
				Hired	
1507109	Account Manager ESM	LinkedIn	2	0	
		Internal	1	1	
		Charter.com	0	0	
		Direct Employers	0	0	
<b>1507109 Total</b>			<b>3</b>	<b>1</b>	
1505675	Major Accounts Executive	LinkedIn	2	1	
		Monster*	1	0	
		Charter.com	0	0	
		Direct Employers	0	0	
		Referral*	2	0	
<b>1505675 Total</b>			<b>5</b>	<b>1</b>	
1504029	Sr Project Manager	Internal	1	1	
		Charter.com	0	0	
		Direct Employers	0	0	
<b>1504029 Total</b>			<b>1</b>	<b>1</b>	
<b>Grand Total</b>			<b>9</b>	<b>3</b>	

## 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	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	4
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	0
Monster*	133 Boston Post Road	Weston, MA 02493	monster.com	(978) 461-8000	No	1
Referral*						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.