

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 12608 - OPS Carson City Cnty NV

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

Total Number of Full-Time Vacancies Filled During This Period: 5
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 27

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

FULL-TIME VACANCIES FILLED

State NV
FCC Unit 12608 - OPS Carson City Cnty NV

Req #	Job Title	Source	Interviewees Referred	Number Hired
1505074	Broadband Installer	Internal	2	1
		Direct Employers	0	0
		Employee Referral	2	0
		Northern Nevada Employment Guide	0	0
1505074 Total			4	1
1602131	Broadband Installer	RecruitMilitary	1	0
		Internal	2	1
		Charter.com	3	0
		Direct Employers	0	0
		Employee Referral	2	0
		Career College of Northern Nevada	0	0
1602131 Total			8	1
1601313	Broadband Technician Sr	Indeed	1	0
		Internal	2	1
		Charter.com	1	0
		Direct Employers	0	0
		Career College of Northern Nevada	0	0
1601313 Total			4	1
1602215	Broadband Technician Sr	Internal	2	1
		Direct Employers	0	0
1602215 Total			2	1

1507366	Service Estimator	Internal	7	1
		Charter.com	2	0
		Direct Employers	0	0
		Career College of Northern Nevada	0	0
1507366 Total			9	1
Grand Total			27	5

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	6
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	1
Indeed, Inc.	6433 Champion Grandview Way Building 1.	Austin, TX 78750	indeed.com	800-462-5842	No	1
Direct Employers	9002 N. Purdue Rd., Ste. 100	Indianapolis, IN 42628	directemployers.org	317-874-9000	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
Northern Nevada Employment Guide	P.O. Box 12584	Reno, NV 89510	contact@nnhra.org		No	0
Career College of Northern Nevada	1421 Pullman Dr	Sparks, NV 89434	Bryce Richardson	775-856-2266	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			

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

Total Number of Full-Time Vacancies Filled During This Period: 9
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 18

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

FULL-TIME VACANCIES FILLED

State NV
FCC Unit 12608 - OPS Carson City Cnty NV

Req #	Job Title	Source	Interviewees Referred	Number Hired
1504770	Direct Sales Rep	CareerBuilder.com	1	0
		Charter.com	3	3
		Direct Employers	0	0
		Referral*	1	0
1504770 Total			5	3
1601097	Direct Sales Rep	Indeed	3	1
		Charter.com	1	0
		Direct Employers	0	0
1601097 Total			4	1
1603062	Direct Sales Rep	Charter.com	1	1
		Direct Employers	0	0
1603062 Total			1	1
1603804	Direct Sales Rep	Charter.com	2	1
		Direct Employers	0	0
		Zip Recruiter	1	0
1603804 Total			3	1
1604064	Direct Sales Rep	Direct Employers	0	0
		Referral*	1	1
1604064 Total			1	1
1507049	Store Associate	Indeed	2	0
		Charter.com	1	1
		Direct Employers	0	0
1507049 Total			3	1
1601552	Store Associate	Indeed	1	1
		Direct Employers	0	0
1601552 Total			1	1
Grand Total			18	9

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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
Careerbuilder*						1
Indeed*						6
Zip Recruiter*						1
Employee Referral						2

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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.