

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 12611 - OPS Columbia Cnty NY

*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: 6

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

### FULL-TIME VACANCIES FILLED

State NY  
FCC Unit 12611 - OPS Columbia Cnty NY

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1504703	Broadband Installer	Charter.com	0	0
		Direct Employers	0	0
		Charter Intrnet	0	0
		GlassDoor.com	0	0
		Rotary Club of Salisbury	0	0
		Camp Hi-Rock YMCA	0	0
		YMCA Camp Sloane	0	0
		Northeast Community Center	0	0
		American Legion	0	0
		jobcase.com*	1	0
		Indeed*	2	1
<b>1504703 Total</b>			<b>3</b>	<b>1</b>
1505201	Broadband Installer	Craig's List	1	1
		Charter.com	0	0
		Direct Employers	0	0
		GlassDoor.com	0	0
		Rotary Club of Salisbury	0	0
		Camp Hi-Rock YMCA	0	0
		YMCA Camp Sloane	0	0
		Northeast Community Center	0	0
		American Legion	0	0
		Charter Intranet	0	0
		Hudson News	0	0

1505201	Broadband Installer	Columbia-Greene Workforce NY (DOL)	0	0
		Indeed*	1	0
<b>1505201 Total</b>			<b>2</b>	<b>1</b>
1602657	Broadband Installer	TV AD	1	1
		Charter.com	0	0
		Direct Employers	0	0
		GlassDoor.com	0	0
		Rotary Club of Salisbury	0	0
		Camp Hi-Rock YMCA	0	0
		YMCA Camp Sloane	0	0
		Northeast Community Center	0	0
		American Legion	0	0
		Charter Intranet	0	0
<b>1602657 Total</b>			<b>1</b>	<b>1</b>
Grand Total			6	3

**RECRUITMENT SOURCE LIST**

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person
Direct Employers	9002 N. Purdue Rd., Ste. 100	Indianapolis, IN 42628	directemployers.org
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com
Craigs List			
Indeed*			
Hudson News			
Charter Intranet			
Rotary Club of Salisbury		326 Main Street	Lakeville CT 06039
Camp Hi-Rock YMCA		162 East Street	South Egremont, MA 01258
YMCA Camp Sloane		124 Indian Mountain Road	Lakeville, CT 06039
Northeast Community Center		51 S Center Street	Millerton, NY 12546
American Legion		Lakeville Rd & Rt 44	Millerton, NY 12546
Columbia-Greene Workforce NY (DOL)	4400 Route 23	Hudson, NY 12534	Maureen Boutin
Jobcase.com*			
TV AD			

\* The sources marked with (\*) in this report are sources that were identified by interviewees as referral sources, but that: (1) Charter did not identify more precisely. Many job boards and job banks pull Charter's job vacancies from its website and repost them independently via their own channels, and (2) 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 range of institutions, state workforce agencies and job bank(s), and organizations that distribute employment opportunities to women, minorities and people with disabilities.

Telephone Number	Entitled to Notification?	Total Number of Referrals
317-874-9000	No	0
314-965-0555	No	0
415-275-7645	No	
	No	2
	No	3
	No	0
	No	0
<a href="http://www.salisburyrotary.org">www.salisburyrotary.org</a>	No	0
<a href="http://www.camphirock.com/">www.camphirock.com/</a>	No	0
<a href="http://www.camp-sloane.org/">www.camp-sloane.org/</a>	No	0
<a href="http://www.taconic.net/tnet/beta/index.php">www.taconic.net/tnet/beta/index.php</a>	No	0
	No	0
518-828-4181	No	0
	No	0
	No	1

d not use directly as a recruitment source; and/or (2) Interviewees were unable to a their own systems. Applicants, therefore, often learn about Charter's job

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de array of recruitment sources, including, but not limited to, educational ;, 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 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.
5	Broadband & Maintenance Technician career progression	Ongoing	Charter Communications provides in-house technical training for career progression opportunities for our technicians to enhance their skills to better prepare them for their current jobs and/or advanced positions.
6	Columbia-Greene Workforce NY	8/10/2016	Mini Job fair at DOL in Hudson, NY