

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 12617 - OPS Polk Cnty OR

*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: 13

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

### FULL-TIME VACANCIES FILLED

State OR  
FCC Unit 12617 - OPS Polk Cnty OR

Req #	Job Title	Source	Interviewees Referred	Number Hired
1506342	Broadband Installer	Indeed	1	0
		Internal	1	0
		Charter.com	2	0
		Direct Employers	0	0
		Chemeketa Community College	0	0
		Craigslist	0	0
		Employee Referral	1	1
		ZipRecruiter	1	0
<b>1506342 Total</b>			<b>6</b>	<b>1</b>
1603160	Broadband Technician Sr	Internal	1	1
		Direct Employers	0	0
<b>1603160 Total</b>			<b>1</b>	<b>1</b>
1604253	Broadband Technician Sr	Internal	1	1
		Direct Employers	0	0
		Chemeketa Community College	0	0
		Craigslist	0	0
<b>1604253 Total</b>			<b>1</b>	<b>1</b>
1506730	Field Auditor	Indeed	1	1
		Direct Employers	0	0
		Chemeketa Community College	0	0
		Craigslist	0	0

<b>1506730 Total</b>			<b>1</b>	<b>1</b>
1505321	Technical & Safety Trainer I	Internal	4	1
		Direct Employers	0	0
		Chemeketa Community College	0	0
		Craigslist	0	0
<b>1505321 Total</b>			<b>4</b>	<b>1</b>
Grand Total			13	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	2
Indeed, Inc.	7501 North Capital of Texas Highway, Bldg. B	Austin, TX 78731	indeed.com	800-462-5842	No	2
ZipRecruiter	1453 Third Street Promenade, Suite 335	Santa Monica, CA 90401	Ziprecruiter.com	1-800-557-9015	No	1
Direct Employers	9002 N. Purdue Rd., Ste. 100	Indianapolis, IN 42628	directemployers.org	317-874-9000	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

\* 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*

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Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 4

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State OR  
FCC Unit 12617 - OPS Polk Cnty OR

Req #	Job Title	Source	Interviewees Referred	Number	
				Hired	
1602126	Direct Sales Rep	Craig's List	3	2	
		Charter.com	1	0	
		Direct Employers	0	0	
<b>1602126 Total</b>				<b>4</b>	<b>2</b>
Grand Total				4	2

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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
Craig's List*						3

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