

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 12625 - OPS Douglas Cnty OR

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

Total Number of Full-Time Vacancies Filled During This Period: 10  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 34

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

### FULL-TIME VACANCIES FILLED

State OR  
FCC Unit 12625 - OPS Douglas Cnty OR

Req #	Job Title	Source	Interviewees Referred	Number Hired
1505531	Broadband Installer	Direct Employers	0	0
		Craigslist	0	0
		Employee referral	2	1
		Umpqua Community College	0	0
1505531 Total			2	1
1506893	Broadband Installer	GlassDoor	1	1
		Indeed	1	0
		Direct Employers	0	0
		Craigslist	1	0
		Umpqua Community College	0	0
		Oregon Employment Dept. - Worksource	1	0
1506893 Total			4	1
1507082	Broadband Installer	Charter.com	1	0
		Direct Employers	0	0
		Craigslist	2	0
		Employee referral	1	1
		Umpqua Community College	0	0
1507082 Total			4	1

1601949	Broadband Installer	Indeed	2	1
		Panorama Featured Job	1	0
		Direct Employers	0	0
		Craigslist	1	0
		Umpqua Community College	0	0
		Oregon Employment Dept. - Worksource	1	0
<b>1601949 Total</b>			<b>5</b>	<b>1</b>
1602733	Broadband Installer	Indeed	1	0
		Charter.com	1	0
		Direct Employers	0	0
		Craigslist	0	0
		Employee referral	3	1
		Umpqua Community College	0	0
<b>1602733 Total</b>			<b>5</b>	<b>1</b>
1602898	Broadband Installer	Indeed	1	0
		Direct Employers	0	0
		Craigslist	0	0
		Employee referral	1	1
		Umpqua Community College	0	0
		Oregon Employment Dept. - Worksource	1	0
<b>1602898 Total</b>			<b>3</b>	<b>1</b>
1506892	Broadband Technician Sr	Internal	1	1
		Direct Employers	0	0
		Craigslist	0	0
		Umpqua Community College	0	0
<b>1506892 Total</b>			<b>1</b>	<b>1</b>
1603161	Broadband Technician Sr	Internal	1	1
		Direct Employers	0	0
<b>1603161 Total</b>			<b>1</b>	<b>1</b>
1506598	Field Auditor	Charter.com	2	1
		Direct Employers	0	0
		Craigslist	1	0
		Umpqua Community College	0	0
<b>1506598 Total</b>			<b>3</b>	<b>1</b>
1602812	Maintenance Technician	Internal	5	1
		Direct Employers	0	0
		Craigslist	0	0
		Employee referral	1	0
		Umpqua Community College	0	0
<b>1602812 Total</b>			<b>6</b>	<b>1</b>
<b>Grand Total</b>			<b>34</b>	<b>10</b>

## RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Craigslist	222 Sutter St, 9th Floor	San Francisco, CA 941	craigslist.org	800-664-0633	No	11
Indeed, Inc.	7501 North Capital of Texas Highway, Bldg. B	Austin, TX 78731	indeed.com	800-462-5842	No	5
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	5
Oregon Employment Dept. - Worksource	760 NW Hill	Roseburg, OR 97471	worksourceoregon.gov	541-672-7761	No	3
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	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
Umpqua Community College	1140 Umpqua College Rd	Roseburg, OR 97470	umpqua.edu	541-440-4600	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.

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 12625 - OPS Douglas Cnty OR

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

Total Number of Full-Time Vacancies Filled During This Period: 4  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 8

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

### FULL-TIME VACANCIES FILLED

State OR  
FCC Unit 12625 - OPS Douglas Cnty OR

Req #	Job Title	Source	Interviewees Referred	Number Hired
1603684	Business Account Executive	CareerBuilder.com	1	0
		Charter.com	1	1
		Direct Employers	0	0
<b>1603684 Total</b>			<b>2</b>	<b>1</b>
1603320	Direct Sales Rep	GlassDoor	1	0
		Monster	1	1
		Direct Employers	0	0
<b>1603320 Total</b>			<b>2</b>	<b>1</b>
1602128	Store Associate	Indeed	1	0
		Charter.com	1	1
		Direct Employers	0	0
<b>1602128 Total</b>			<b>2</b>	<b>1</b>
1507400	Sup, Direct Sales I-SFU	Charter.com	1	1
		Direct Employers	0	0
		Referral*	1	0
<b>1507400 Total</b>			<b>2</b>	<b>1</b>
<b>Grand Total</b>			<b>8</b>	<b>4</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	3
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	1
CareerBuilder*						1
Monster*						1
Employee Referral						1
Indeed*						1

\* 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.