

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 12628 - OPS Tillamook Cnty OR

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

Total Number of Full-Time Vacancies Filled During This Period: 14
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 36

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

FULL-TIME VACANCIES FILLED

State OR
FCC Unit 12628 - OPS Tillamook Cnty OR

Req #	Job Title	Source	Interviewees Referred	Number Hired
1504573	Broadband Installer	Indeed	1	1
		Internal	1	0
		Charter.com	2	1
		Direct Employers	0	0
		Craigslist	0	0
		Employee Referral	1	0
		Tillamook Bay Community College	0	0
		Tillamook Headlight Herald	0	0
		Tillamook Worksource	1	0
		Tillamook Worksource Job Fair	1	0
1504573 Total			7	2
1505694	Broadband Installer	GlassDoor	1	1
		Google	1	0
		Direct Employers	0	0
		Craigslist	0	0
		Tillamook Bay Community College	0	0
		Tillamook Headlight Herald	0	0
		Tillamook Worksource	2	0
		Tillamook Worksource Job Fair	0	0
1505694 Total			4	1

1505977	Broadband Installer	Google	1	1
		Monster	1	1
		Charter.com	1	0
		Direct Employers	0	0
		Craigslist	0	0
		Tillamook Bay Community College	0	0
1505977 Total			3	2
1506471	Broadband Installer	Direct Employers	0	0
		Craigslist	1	0
		Tillamook Worksource	1	1
1506471 Total			2	1
1601116	Broadband Installer	Charter.com	1	1
		Direct Employers	0	0
		Craigslist	0	0
		Tillamook Bay Community College	0	0
1601116 Total			1	1
1601765	Broadband Installer	Local Job Network	1	0
		Charter.com	2	0
		Direct Employers	0	0
		Craigslist	0	0
		Tillamook Bay Community College	0	0
		Tillamook County Pioneer	1	0
		Tillamook Headlight Herald	0	0
		Tillamook Worksource	1	1
1601765 Total			5	1
1603474	Broadband Installer	Direct Employers	0	0
		Charter Recruiting email	1	1
		Craigslist	0	0
		Tillamook Bay Community College	0	0
		Tillamook Worksource	1	1
		Tillamook Worksource	1	0
1603474 Total			3	2
1603159	Broadband Technician Sr	Internal	1	1
		Direct Employers	0	0
		Craigslist	0	0
		Tillamook Bay Community College	0	0
1603159 Total			1	1
1604473	Sup, Technical Service	Internal	6	1
		Direct Employers	0	0
		Craigslist	0	0
		Tillamook Bay Community College	0	0
1604473 Total			6	1

1505952	System Technician I	Internal	2	1
		Charter.com	1	0
		Direct Employers	0	0
		Craigslist	0	0
		Tillamook Bay Community College	0	0
1505952 Total			3	1
1507359	System Technician I	Internal	1	1
		Direct Employers	0	0
		Craigslist	0	0
		Tillamook Bay Community College	0	0
1507359 Total			1	1
Grand Total			36	14

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	7
Tillamook Worksource	2101 5th St	Tillamook, OR 97141	worksourceoregon.org	503-842-4488	No	7
Tillamook Worksource Job Fair	2101 5th St	Tillamook, OR 97141	worksourceoregon.org	503-842-4488	No	2
Google	1600 Amphitheatre	Mountain View, CA 9	google.com	650-253-0000	No	2
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	1
Indeed, Inc.	7501 North Capital of Texas Highway, Bldg. B	Austin, TX 78731	indeed.com	800-462-5842	No	1
Local job network		Tillamook, OR			No	1
Tillamook County Pioneer	2106 2nd St	Tillamook, OR 97141	tillamookcountypioneer.com	503-842-4553	No	1
Charter recruiting email	1341-C Center Dr.	Medford, OR 97501	charter.com/careers	541-500-8951	No	1
Monster Worldwide, Inc.	133 Boston Post Road	Weston, MA 02493	monster.com	978-461-8000	No	1
Craigslist	222 Sutter St, 9th Fl	San Francisco, CA 94	craigslist.org	800-664-0633	No	0
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
Tillamook Headlight Herald	1908 2nd St	Tillamook, OR 97141	tillamookheadlightherald.com	503-842-7535	No	0
Tillamook Bay Community College	4301 3rd St	Tillamook, OR 97141	tillamookbaycc.edu	503-842-8222	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	Tillamook Worksource Job	9/24/2015	HR Coordinator Tanya Buliga and Technical Service Supervisor Russell Fletcher held a Job Fair at the Tillamook Worksource Office.

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FULL-TIME VACANCIES FILLED

State OR
FCC Unit 12628 - OPS Tillamook Cnty OR

Req #	Job Title	Source	Interviewees Referred	Number Hired
1604052	Store Associate	Direct Employers	0	0
		Oregon Employment Department	1	1
1604052 Total			1	1
Grand Total			1	1

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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	0
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	0
OR Employment*						1

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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 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.