

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 12426 - CM Greenville Cnty SC

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

Total Number of Full-Time Vacancies Filled During This Period: 20
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 85

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

FULL-TIME VACANCIES FILLED

State SC
FCC Unit 12426 - CM Greenville Cnty SC

Req #	Job Title	Source	Interviewees Referred	Number	
				Hired	
1505137	Account Coordinator	CableFax	0	0	
		Glassdoor	0	0	
		LinkedIn	0	0	
		RecruitMilitary	0	0	
		Internal	1	1	
		Charter.com	0	0	
		Indeed.com*	5	1	
		Multi-Channel News	0	0	
		Urban League of the Upstate	0	0	
		Greenville Technical College	0	0	
		Furman University	0	0	
1505137 Total			6	2	
1505142	Account Coordinator	CableFax	0	0	
		Glassdoor	0	0	
		LinkedIn	0	0	
		RecruitMilitary	0	0	
		Internal	5	1	
		Charter.com	0	0	
		Direct Employers	0	0	
		Referral*	1	0	
		Multi-Channel News	0	0	

1505142	Account Coordinator	Urban League of the Upstate	0	0
		Greenville Technical College	0	0
		Furman University	0	0
1505142 Total			6	1
1506660	Account Coordinator	CableFax	0	0
		Glassdoor	0	0
		LinkedIn	0	0
		RecruitMilitary	0	0
		Internal	6	0
		Charter.com	3	0
		Direct Employers	0	0
		Referral*	5	1
		Indeed.com*	2	0
		Multi-Channel News	0	0
		Urban League of the Upstate	0	0
		Greenville Technical College	0	0
		Furman University	0	0
		Asheville Area Chamber of Commerce Job Fair	0	0
1506660 Total			16	1
1601737	Account Executive	CableFax	0	0
		Glassdoor	0	0
		LinkedIn	0	0
		RecruitMilitary	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	4	1
		Indeed.com*	2	0
		Multi-Channel News	0	0
		Urban League of the Upstate	0	0
		Greenville Technical College	0	0
		Furman University	0	0
		Sales Jobs.com*	1	0
		North Greenville University	0	0
		Northwood University Michigan Career Expo	0	0
		Southeast Missouri State University Spring Career Fair	0	0
		Ranken Technical College Job Fair	0	0
		The University of Alabama Career Fair	0	0
1601737 Total			7	1
1506087	Assoc Media Research Analyst	CableFax	0	0
		Glassdoor	0	0
		LinkedIn	1	1
		RecruitMilitary	0	0
		Internal	1	0
		Charter.com	0	0

1506087	Assoc Media Research Analyst	Direct Employers	0	0
		Multi-Channel News	0	0
		Urban League of the Upstate	0	0
		Greenville Technical College	0	0
		Furman University	0	0
1506087 Total			2	1
1507098	Data and Reporting Analyst	CableFax	0	0
		Glassdoor	0	0
		LinkedIn	0	0
		RecruitMilitary	0	0
		Internal	1	0
		Charter.com	2	1
		Direct Employers	0	0
		Referral*	1	0
		Indeed.com*	4	0
		Multi-Channel News	0	0
		Urban League of the Upstate	0	0
		Greenville Technical College	0	0
		Furman University	0	0
		Asheville Area Chamber of Commerce Job Fair	0	0
		Jobs2Careers*	1	0
		South Carolina Vocational Rehabilitation*	1	0
		Recruit.net*	1	0
		ZipRecruiter*	1	0
		Clemson University	0	0
1507098 Total			12	1
1601084	Digital Account Planner	CableFax	0	0
		Glassdoor	0	0
		LinkedIn	0	0
		RecruitMilitary	0	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		Multi-Channel News	0	0
		Urban League of the Upstate	0	0
		Greenville Technical College	0	0
		Furman University	0	0
		North Greenville University	0	0
1601084 Total			1	1
1604443	Digital Account Planner	CableFax	0	0
		Glassdoor	0	0
		LinkedIn	0	0
		RecruitMilitary	0	0
		Internal	2	0

1604443	Digital Account Planner	Charter.com	0	0
		Direct Employers	0	0
		Indeed.com*	3	1
		Multi-Channel News	0	0
		Urban League of the Upstate	0	0
		Greenville Technical College	0	0
		North Greenville University	0	0
1604443 Total			5	1
1505171	Local Account Planner	CableFax	0	0
		Glassdoor	0	0
		LinkedIn	0	0
		RecruitMilitary	0	0
		Internal	2	2
		Charter.com	0	0
		Direct Employers	0	0
		Multi-Channel News	0	0
		Urban League of the Upstate	0	0
		Greenville Technical College	0	0
		Furman University	0	0
1505171 Total			2	2
1505173	Local Account Planner	CableFax	0	0
		Glassdoor	0	0
		LinkedIn	0	0
		RecruitMilitary	0	0
		Internal	4	2
		Charter.com	0	0
		Direct Employers	0	0
		Indeed.com*	2	0
		Multi-Channel News	0	0
		Urban League of the Upstate	0	0
		Greenville Technical College	0	0
		Furman University	0	0
		CareerBuilder.com*	1	1
1505173 Total			7	3
1604594	Local Account Planner	CableFax	0	0
		Glassdoor	0	0
		LinkedIn	0	0
		RecruitMilitary	0	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		Multi-Channel News	0	0
		Urban League of the Upstate	0	0
		Greenville Technical College	0	0

1604594 Total			1	1
1506668	Mgr, Local Sales II	CableFax	0	0
		Glassdoor	0	0
		LinkedIn	0	0
		RecruitMilitary	0	0
		Charter.com	1	0
		Direct Employers	0	0
		Indeed.com*	3	1
		Multi-Channel News	0	0
		Greenville Technical College	0	0
		Furman University	0	0
		Asheville Area Chamber of Commerce Job Fair	0	0
1506668 Total			4	1
1506798	Mgr, Sales Digital Media	CableFax	0	0
		Glassdoor	0	0
		LinkedIn	0	0
		RecruitMilitary	0	0
		Internal	2	1
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	3	0
		Multi-Channel News	0	0
		Urban League of the Upstate	0	0
		Greenville Technical College	0	0
		Furman University	0	0
1506798 Total			5	1
1601437	Sales Support Coordinator	CableFax	0	0
		Glassdoor	0	0
		LinkedIn	0	0
		RecruitMilitary	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	2	0
		Indeed.com*	3	0
		Multi-Channel News	0	0
		Greenville Technical College	0	0
		Furman University	0	0
		North Greenville University	0	0
		Southeast Missouri State University Spring Career Fair	0	0
		Ranken Technical College Job Fair	0	0
		The University of Alabama Career Fair	0	0
		Radio*	1	1
1601437 Total			6	1
1506451	Software Developer	CableFax	0	0

1506451	Software Developer	Glassdoor	1	1
		LinkedIn	1	0
		RecruitMilitary	0	0
		Internal	1	0
		Charter.com	1	0
		Direct Employers	0	0
		Multi-Channel News	0	0
		Urban League of the Upstate	0	0
		Greenville Technical College	0	0
		Furman University	0	0
		Asheville Area Chamber of Commerce Job Fair	0	0
		Clemson University	0	0
		Southwestern Illinois College 11th Annual Veterans Hiring Even	0	0
1506451 Total			4	1
1605245	Sup, Sales Support	CableFax	0	0
		Glassdoor	0	0
		LinkedIn	0	0
		RecruitMilitary	0	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		Multi-Channel News	0	0
		Urban League of the Upstate	0	0
		Greenville Technical College	0	0
		Furman University	0	0
		North Greenville University	0	0
1605245 Total			1	1
Grand Total			85	20

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	7
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	2
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	1
Internal					No	32
Inceed.com*					No	20
Referral*					No	16
SalesJobs.com*					No	1
Jobs2Careers*					No	1
South Carolina Vocational Rehabilitation*					No	1
Recruit.net*					No	1
ZipRecruiter.net*					No	1
CareerBuilder.com*					No	1
Radio*					No	1
Urban League of the Upstate	1 Regency Hill Dr.	Greenville, SC 29607	Kim Arnold	864-244-3862	No	0
Greenville Technical College	506 S. Pleasantburg Dr.	Greenville, SC 29607	Career Services	864-250-8139	No	0
Furman University	3300jPoinsett Hwy.	Greenville, SC 29613	Career Center	864-294-2106	No	0
Asheville Area Chamber of Commerce Job Fair	36 Montford Ave.	Asheville, NC 28801		828-258-6114	No	0
North Greenville University	7801 N. Tigerville Rd.	Taylors, SC 29687	Career Services	864-977-7669	No	0
Northwood University Michigan Career Expo	4000 Whiting Dr.	Midland, MI 48640	Career Services	989-837-4335	No	0
Southeast Missouri State University Spring Career Fair	1 University Plaza	Cape Girardeau, MO 63701	Daniel Presson	573-651-2583	No	0

Ranken Technical College Job Fair	4431 Finney Ave.	St. Louis, MO 63113	Janie Summers	314-286-3665	No	0
The University of Alabama Career Fair	Box 870293	Tuscaloosa, AL 35487	Career Center	205-348-5848	No	0
Clemson University	McMillan Rd.	Clemson, SC 29364	Career Center		No	0
Southwestern Illinois College 11th Annual Veterans Hiring Event	2500 Carlyle Ave.	Belleville, IL 62221	Career Services		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	Lynda.com Training	Ongoing	Online courses for creative services staff to increase their knowledge and skills
5	PSS Training	10/28/2015	Sales training designed to increase sales executives knowledge of tactics
6	Spectrum Selling	8/24/2016	Sales training designed for sales staff on selling our products
7	Digital Sales Accelerator Training	Ongoing	Training designed to explore current digital landscape and digital sales
8	Asheville Area Chamber of Commerce Job Fair	1/7/2016	Career Fair
9	Northwood University Michigan Career Expo	2/17/2016	Career Fair
10	Southeast Missouri State University Spring Career Fair	2/25/2016	Career Fair
11	Ranken Technical College Job Fair	3/3/2016	Career Fair
12	The University of Alabama Career Fair	3/24/2016	Career Fair
13	Southwestern Illinois College 11th Annual Veterans Hiring Event	11/4/2015	Career Fair