

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 12629 - OPS Greenville Cnty SC

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

Total Number of Full-Time Vacancies Filled During This Period: 83  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 319

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

### FULL-TIME VACANCIES FILLED

State SC  
FCC Unit 12629 - OPS Greenville Cnty SC

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1601515	CB Broadband Technician	Internal	3	1
		Direct Employers	0	0
<b>1601515 Total</b>			<b>3</b>	<b>1</b>
1505444	Broadband Technician	Indeed	2	0
		Radio	1	0
		Veterans Career Fair	1	1
		Charter.com	7	2
		Direct Employers	0	0
		Referral*	2	1
		Fall back to work job fair greenville sc	2	1
		Google*	3	1
<b>1505444 Total</b>			<b>18</b>	<b>6</b>
1601338	Broadband Technician	Craig's List	1	0
		Indeed	4	1
		Radio	1	1
		TV	1	0
		Charter.com	9	5
		Direct Employers	0	0
		Referral*	8	2
		SC Works	1	0
		Google*	4	1
		Linkedin*	1	0
		Greenville Tech Spring Career Fair	0	0

1601338	Broadband Technician	Career on Wheels Job Fair ECPI Advisory Committee	0 0	0 0
<b>1601338 Total</b>			<b>30</b>	<b>10</b>
1603611	Broadband Technician	Charter.com Direct Employers Referral* Google* Facebook* SC Works Community Impact Day	3 0 3 1 1 0	2 0 1 0 0 0
<b>1603611 Total</b>			<b>8</b>	<b>3</b>
1505789	Broadband Technician Sr	Internal Direct Employers	7 0	2 0
<b>1505789 Total</b>			<b>7</b>	<b>2</b>
1505915	Broadband Technician Sr	Internal Direct Employers	6 0	6 0
<b>1505915 Total</b>			<b>6</b>	<b>6</b>
1601404	Broadband Technician Sr	Internal Direct Employers Referral*	5 0 1	5 0 1
<b>1601404 Total</b>			<b>6</b>	<b>6</b>
1602905	Broadband Technician Sr	Internal Direct Employers	11 0	7 0
<b>1602905 Total</b>			<b>11</b>	<b>7</b>
1604175	Broadband Technician Sr	Internal Direct Employers	4 0	3 0
<b>1604175 Total</b>			<b>4</b>	<b>3</b>
1604755	Broadband Technician Sr	Internal Direct Employers	3 0	1 0
<b>1604755 Total</b>			<b>3</b>	<b>1</b>
1604626	Maintenance Technician	Internal Direct Employers	21 0	1 0
<b>1604626 Total</b>			<b>21</b>	<b>1</b>
1605176	Mgr, Systems Engineering	Internal Direct Employers	3 0	1 0
<b>1605176 Total</b>			<b>3</b>	<b>1</b>
1506962	QA Inspector I	Internal Direct Employers	1 0	1 0
<b>1506962 Total</b>			<b>1</b>	<b>1</b>
1506392	Sup, Field Audit and Techn QA	Internal Direct Employers	13 0	1 0
<b>1506392 Total</b>			<b>13</b>	<b>1</b>
1505355	Sup, Technical Service	Internal Direct Employers Google*	3 0 1	0 0 1
<b>1505355 Total</b>			<b>4</b>	<b>1</b>
1506992	System Technician I	Internal	13	1

1506992	System Technician I	Direct Employers	0	0
<b>1506992 Total</b>			<b>13</b>	<b>1</b>
1601717	Administrative Assistant I	Internal	1	1
		Charter.com	1	0
		Direct Employers	0	0
		SC Works	1	0
<b>1601717 Total</b>			<b>3</b>	<b>1</b>
1604773	Assoc Department Assistant	Internal	1	1
		Direct Employers	0	0
<b>1604773 Total</b>			<b>1</b>	<b>1</b>
1604645	Dir, Field Engineering	Internal	2	1
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	0
<b>1604645 Total</b>			<b>4</b>	<b>1</b>
1602437	Dir, Human Resources I	CableFax	0	0
		GlassDoor	2	0
		Direct Employers	0	0
		Referral*	1	1
		GSHRM	0	0
		Recruit Military	0	0
		Multi Channel News	0	0
<b>1602437 Total</b>			<b>3</b>	<b>1</b>
1505970	Dispatcher I	Indeed	5	1
		Internal	3	0
		Charter.com	2	0
		Direct Employers	0	0
		Referral*	3	0
<b>1505970 Total</b>			<b>13</b>	<b>1</b>
1601073	Dispatcher I	Indeed	1	0
		Internal	3	1
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	0
<b>1601073 Total</b>			<b>6</b>	<b>1</b>
1602211	Dispatcher I	Indeed	2	0
		Internal	4	3
		Charter.com	2	0
		Direct Employers	0	0
		Referral*	1	0
		Google*	1	0
<b>1602211 Total</b>			<b>10</b>	<b>3</b>
1603129	Dispatcher I	Internal	1	0
		Direct Employers	0	0
		Referral*	1	1
<b>1603129 Total</b>			<b>2</b>	<b>1</b>

1506645	HR Coordinator II	Indeed	1	0
		Charter.com	1	1
		Direct Employers	0	0
<b>1506645 Total</b>			<b>2</b>	<b>1</b>
1507385	Mgr, Regional Construction	CableFax	0	0
		LinkedIn	1	0
		Twitter	0	0
		Charter.com	2	0
		Direct Employers	0	0
		Referral*	5	1
		Recruit Military	0	0
		Multi Channel News	0	0
		SC Works Online Services	0	0
<b>1507385 Total</b>			<b>8</b>	<b>1</b>
1604792	Mgr, Regl Training Delivery	CableFax	0	0
		Indeed	1	0
		LinkedIn	0	0
		Internal	1	1
		Direct Employers	0	0
		Referral*	1	0
		GSHRM	0	0
		Recruit Military	0	0
		Multi Channel News	0	0
		Clemson University	0	0
<b>1604792 Total</b>			<b>3</b>	<b>1</b>
1505072	Recruiter I	Indeed	3	1
		Direct Employers	0	0
<b>1505072 Total</b>			<b>3</b>	<b>1</b>
1601944	Regl Bus Planning Ops Analyst	Indeed	3	1
		Direct Employers	0	0
<b>1601944 Total</b>			<b>3</b>	<b>1</b>
1505341	Service Coordinator	Internal	2	0
		Charter.com	1	1
		Direct Employers	0	0
<b>1505341 Total</b>			<b>3</b>	<b>1</b>
1505337	Service Delivery Analyst	CableFax	0	0
		LinkedIn	0	0
		Internal	7	2
		Charter.com	2	0
		Direct Employers	0	0
		Recruit Military	0	0
		Multi Channel News	0	0
<b>1505337 Total</b>			<b>9</b>	<b>2</b>
1506259	Service Delivery Coord I	Internal	1	1
		Direct Employers	0	0
<b>1506259 Total</b>			<b>1</b>	<b>1</b>

1503932	Sr Dir, Regl HFC Engineering	CableFax	0	0
		Google	1	0
		Indeed	1	0
		LinkedIn	0	0
		Twitter	0	0
		Internal	1	0
		Direct Employers	0	0
		Referral*	3	1
		Recruit Military	0	0
		Multi Channel News	0	0
		Engineering.com	0	0
		The Ladders	0	0
		SCTE	0	0
<b>1503932 Total</b>			<b>6</b>	<b>1</b>
1504411	Sr Mgr, Regional Safety	CableFax	0	0
		Google	1	0
		Indeed	2	1
		LinkedIn	0	0
		Monster	1	0
		Internal	1	0
		Direct Employers	0	0
		Recruit Military	0	0
		Multi Channel News	0	0
		EHSCareers.com	1	0
<b>1504411 Total</b>			<b>6</b>	<b>1</b>
1505453	Sr Technical & Safety Trainer	CableFax	0	0
		Internal	1	1
		Charter.com	1	0
		Direct Employers	0	0
		Recruit Military	0	0
		Multi Channel News	0	0
<b>1505453 Total</b>			<b>2</b>	<b>1</b>
1506378	Sup, Workforce Technical	Internal	9	1
		Charter.com	1	0
		Direct Employers	0	0
<b>1506378 Total</b>			<b>10</b>	<b>1</b>
1506429	Technical & Safety Trainer I	Internal	20	3
		Direct Employers	0	0
<b>1506429 Total</b>			<b>20</b>	<b>3</b>
1506173	Technical Service Rep I	Internal	5	1
		Direct Employers	0	0
<b>1506173 Total</b>			<b>5</b>	<b>1</b>
1603403	Technical Service Rep I	Internal	5	1
		Direct Employers	0	0
<b>1603403 Total</b>			<b>5</b>	<b>1</b>
1506734	Workforce Admin Technical	Internal	10	0

1506734	Workforce Admin Technical	Direct Employers	0	0
		Referral*	1	1
<b>1506734 Total</b>			<b>11</b>	<b>1</b>
1505608	Workforce Mgmt Technical Coord	Internal	8	1
		Direct Employers	0	0
<b>1505608 Total</b>			<b>8</b>	<b>1</b>
1602125	Workforce Mgmt Technical Coord	Internal	11	1
		Direct Employers	0	0
<b>1602125 Total</b>			<b>11</b>	<b>1</b>
1603739	Workforce Mgmt Technical Coord	Internal	10	1
		Direct Employers	0	0
<b>1603739 Total</b>			<b>10</b>	<b>1</b>
Grand Total			319	83

**RECRUITMENT SOURCE LIST**

<b>Name of Recruitment Source</b>	<b>Street Address</b>	<b>City, State, Zip</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Entitled to Notification?</b>	<b>Total Number of Referrals</b>
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	34
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	1
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	2
CableFax	4 Choke Cherry Road 2nd Floor	Rockville, MD 20850	Alex Virden	310-354-1619	No	0
Multi Channel News	9620 Executive Center Drive #200	St Petersburg, FL 33702	Jean Fynaski	727-497-6565 x3335	No	0
GSHRM		Greenville, SC 29606	Laura Bogardus	864-399-7946	No	0
Twitter	1355 Market St., Suite 900	San Francisco, CA 94103	twitter.com	415-222-9670	No	0
SC Works Online Services			jobs.scworks.org	864-562-4377	No	0
SCTE	140 Philips Road	Exton, PA 19341	Ty Chester	866-376-0949 x7093	No	0
The Ladders	55 Water Street	New York, NY 10041	theladders.com	866-292-7083	No	0
Engineering.com	5285 Solar Drive Suite 101	Mississauga, Ontario, CANA	engineering.com	905-273-9991	No	0
EHSCareers.com		Watkinsville, GA 30677	Tiffany Nielsen	706-769-7177 x2	No	1
Clemson University	1 North Main Street	Greenville, SC 29601	Kelli Seawell	864-365-0601	No	0
Indeed	7501 North Capital of Texas Highway Building B	Austin, TX 78731	indeed.com	(203) 328-2691	No	25
Radio Ad	220 North Main St	Greenville, SC 29601	Michael Philyaw	864-230-2810	No	2
TV	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	1
Veterans Career Fair	301 N. Campus Blvd	Spartanburg, SC 29303	Larry Suddeth	864-607-4847	No	1
Fall Back to Work Greenville Job Fair	225 S. Pleasantburg Dr.	Greenville, SC 29607	www.scworks.org	864-467-8080	No	2
Craig's List	1381 9 <sup>th</sup> Ave	San Francisco, CA 94122	craigslist.com	415-566-6394	No	1
SC Works	225 S. Pleasantburg Dr.	Greenville, SC 29607	www.scworks.org	864-467-8080	No	2

ECPI Advisory Committee	1001 Keys Dr Suite 100	Greenville, SC 29615	Donna Swanger	864-288-2828 ext.60819	No	0
Career On Wheels Job Fair	200 Goodrich St.	Greenville, SC 29611	Ali Koot	864-355-4819	No	0
Greenville Tech Spring Career Fair	500 S. Pleasantburg Dr	Greenville, SC 29607	Steve Jennings	864-236-6514	No	0
SC Works Community Impact Day	225 S. Pleasantburg Dr.	Greenville, SC 29607	Kathy Stanton	864-232-6503	No	0
Internal						200
Monster*						1
Google*						12
LinkedIn*						1
Facebook*						1
Referral*						32

\* 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	NCTI Training	Ongoing	technicians and supervisors, enabling acquisition of skills to qualify them for higher level positions. Supervisors and managers participated in a variety of training programs devised
5	Broadband Technical Career Progression	Ongoing	Program designed to track the career progression of all BBI, ABI, and BBT technicians so they promote on schedule.
6	Fall Back to Work Greenville Job Fair-SC Works	10/1/2015	Job fair to present Charter career opportunities to Greenville market.
7	Career on Wheels Job Fair	4/15/2016	Explained to grade school children what it's like to be employed at Charter Communciations. Dion did very well.
8	Greenville Tech Spring Career Fair	4/5/2016	Career fair to present career opportunities to spring graduates.
9	ECPI Advisory Committee	3/10/2016	Advised faculty on how to prepare students for interviews and employment
10	SC Works Community Impact Day	8/18/2016	Event to present Charter career opportunities to Greenville market
11	Veterans Career Fair	11/12/2015	Career fair to present Field Ops positions to local veterans

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 12629 - OPS Greenville Cnty SC

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

Total Number of Full-Time Vacancies Filled During This Period: 40  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 142

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

### FULL-TIME VACANCIES FILLED

State SC  
FCC Unit 12629 - OPS Greenville Cnty SC

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1504310	Business Account Executive	Charter.com	1	1
		Direct Employers	0	0
		Referral*	1	1
<b>1504310 Total</b>			<b>2</b>	<b>2</b>
1505955	Business Account Executive	LinkedIn	1	1
		Direct Employers	0	0
<b>1505955 Total</b>			<b>1</b>	<b>1</b>
1506107	Business Account Executive	Direct Employers	0	0
		Referral*	2	2
<b>1506107 Total</b>			<b>2</b>	<b>2</b>
1601028	Business Account Executive	Indeed	1	0
		LinkedIn	1	0
		Charter.com	1	1
		Direct Employers	0	0
		Referral*	1	1
<b>1601028 Total</b>			<b>4</b>	<b>2</b>
1601030	Business Account Executive	Indeed	1	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	4	1
<b>1601030 Total</b>			<b>6</b>	<b>1</b>
1603590	Business Account Executive	Indeed	1	0
		LinkedIn	1	0

1603590	Business Account Executive	Charter.com	2	1
		Direct Employers	0	0
		Referral*	1	0
<b>1603590 Total</b>			<b>5</b>	<b>1</b>
1601891	Store Lead	Charter.com	4	1
		Direct Employers	0	0
		Referral*	1	0
<b>1601891 Total</b>			<b>5</b>	<b>1</b>
1504566	Store Associate	Indeed	2	0
		Charter.com	27	1
		Direct Employers	0	0
		Referral*	3	1
<b>1504566 Total</b>			<b>32</b>	<b>2</b>
1601509	Store Associate	Facebook	1	1
		Indeed	1	0
		LinkedIn	1	0
		Charter.com	17	2
		Direct Employers	0	0
		Referral*	1	0
<b>1601509 Total</b>			<b>21</b>	<b>3</b>
1504871	Direct Sales Rep	Indeed	1	0
		Charter.com	2	1
		Direct Employers	0	0
		Referral*	3	1
<b>1504871 Total</b>			<b>6</b>	<b>2</b>
1505470	Direct Sales Rep	Direct Employers	0	0
		Referral*	2	1
<b>1505470 Total</b>			<b>2</b>	<b>1</b>
1601377	Direct Sales Rep	Craig's List	1	0
		Charter.com	9	3
		Direct Employers	0	0
		Referral*	3	1
<b>1601377 Total</b>			<b>13</b>	<b>4</b>
1602242	Direct Sales Rep	Charter.com	3	3
		Direct Employers	0	0
		Referral*	1	0
<b>1602242 Total</b>			<b>4</b>	<b>3</b>
1602644	Direct Sales Rep	Charter.com	2	2
		Direct Employers	0	0
<b>1602644 Total</b>			<b>2</b>	<b>2</b>
1603410	Direct Sales Rep	CareerBuilder.com	1	0
		Indeed	2	0
		Charter.com	6	3
		Direct Employers	0	0
		Referral*	1	1
<b>1603410 Total</b>			<b>10</b>	<b>4</b>

1603966	Direct Sales Rep	CareerBuilder.com	1	1
		Charter.com	2	1
		Direct Employers	0	0
<b>1603966 Total</b>			<b>3</b>	<b>2</b>
1605125	Direct Sales Rep	Charter.com	2	0
		Direct Employers	0	0
		Referral*	1	1
<b>1605125 Total</b>			<b>3</b>	<b>1</b>
1604362	Mgr, Sales I -Direct Sales-SFU	Charter.com	8	1
		Direct Employers	0	0
		Referral*	2	0
<b>1604362 Total</b>			<b>10</b>	<b>1</b>
1505941	Recruiter II	Indeed	1	1
		Direct Employers	0	0
<b>1505941 Total</b>			<b>1</b>	<b>1</b>
1605140	Recruiter II	Indeed	1	1
		Direct Employers	0	0
<b>1605140 Total</b>			<b>1</b>	<b>1</b>
1605259	Sr Acct Exec, Spec Comm Sol	LinkedIn	1	1
		Charter.com	3	0
		Direct Employers	0	0
<b>1605259 Total</b>			<b>4</b>	<b>1</b>
1601466	Sup, Direct Sales I-SFU	Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	1
<b>1601466 Total</b>			<b>2</b>	<b>1</b>
1505703	Sup, Retail Sales	Indeed	1	0
		Charter.com	2	1
		Direct Employers	0	0
<b>1505703 Total</b>			<b>3</b>	<b>1</b>
<b>Grand Total</b>			<b>142</b>	<b>40</b>

**RECRUITMENT SOURCE LIST**

<b>Name of Recruitment Source</b>	<b>Street Address</b>	<b>City, State, Zip</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Entitled to Notification?</b>	<b>Total Number of Referrals</b>
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	93
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	5
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	0
CareerBuilder*						2
Craig's List						1
Facebook						1
Indeed*						12
Employee Referral						28

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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.

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 (All)

*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: 12

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

### FULL-TIME VACANCIES FILLED

State (All)  
FCC Unit (All)

Req #	Job Title	Source	Interviewees Referred	Number Hired
1602779	Mgr, ISP	CableFax	0	0
		Indeed	0	0
		Internal	2	1
		Multichannel News	0	0
		Recruit Military	0	0
<b>1602779 Total</b>			<b>2</b>	<b>1</b>
1506229	Sup, TAC	Internal	1	1
		Multichannel News	0	0
		Charter.com	1	0
		Direct Employers	0	0
		Recruit Military	0	0
<b>1506229 Total</b>			<b>2</b>	<b>1</b>
1603522	Sup, TAC	Internal	1	1
		Multichannel News	0	0
		Direct Employers	0	0
		Recruit Military	0	0
<b>1603522 Total</b>			<b>1</b>	<b>1</b>
1507053	TAC Network Specialist I	Internal	1	1
		Multichannel News	0	0
		Direct Employers	0	0
		Recruit Military	0	0

<b>1507053 Total</b>			<b>1</b>	<b>1</b>
1507256	TAC Network Specialist I	Multichannel News	0	0
		Direct Employers	0	0
		Indeed*	1	1
		Recruit Military	0	0
<b>1507256 Total</b>			<b>1</b>	<b>1</b>
1507258	TAC Network Specialist I	Multichannel News	0	0
		Direct Employers	0	0
		Indeed*	1	1
		Recruit Military	0	0
<b>1507258 Total</b>			<b>1</b>	<b>1</b>
1604426	TAC Network Specialist I	Multichannel News	0	0
		Direct Employers	0	0
		Referral*	1	1
		Recruit Military	0	0
<b>1604426 Total</b>			<b>1</b>	<b>1</b>
1605279	TAC Network Specialist I	Internal	1	1
		Multichannel News	0	0
		Direct Employers	0	0
		Recruit Military	0	0
<b>1605279 Total</b>			<b>1</b>	<b>1</b>
1506862	TAC Network Specialist Lead	Internal	1	1
		Multichannel News	0	0
		Direct Employers	0	0
		Recruit Military	0	0
<b>1506862 Total</b>			<b>1</b>	<b>1</b>
1604692	TAC Network Specialist Lead	Internal	1	1
		Multichannel News	0	0
		Direct Employers	0	0
		Recruit Military	0	0
<b>1604692 Total</b>			<b>1</b>	<b>1</b>
<b>Grand Total</b>			<b>12</b>	<b>10</b>



**RECRUITMENT SOURCE LIST**

<b>Name of Recruitment Source</b>	<b>Street Address</b>	<b>City, State, Zip</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Entitled to Notification?</b>	<b>Total Number of Referrals</b>
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
Indeed*	Broad Street	Stamford CT	indeed.com		No	0
Multichannel News	28 E28th ST	NY NY			NO	0
CableFax	9211 Corporate BLV	Rockville , MD		301-354-2000	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			

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  
12629 - OPS Greenville Cnty SC**

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

Total Number of Full-Time Vacancies Filled During This Period: 8  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 29

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

**FULL-TIME VACANCIES FILLED**

State SC  
FCC Unit 12629 - OPS Greenville Cnty SC

Req #	Job Title	Source	Interviewees Referred	Number Hired
1601557	Account Manager-K12 Edu/Lib	Internal	6	1
		Charter.com	0	0
		Direct Employers	0	0
<b>1601557 Total</b>			<b>6</b>	<b>1</b>
1505017	Design Engineer II	Internal	3	1
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	0
		GlassDoor.com	0	0
<b>1505017 Total</b>			<b>5</b>	<b>1</b>
1505767	Design Engineer II	Internal	1	0
		Charter.com	2	0
		Direct Employers	0	0
		Referral*	1	1
		GlassDoor.com	1	0
<b>1505767 Total</b>			<b>5</b>	<b>1</b>
1602807	Design Engineer II	Charter.com	0	0
		Direct Employers	0	0
		GlassDoor.com	0	0
		Monster*	1	1
<b>1602807 Total</b>			<b>1</b>	<b>1</b>
1503961	Major Accounts Executive	LinkedIn	3	2
		Charter.com	1	0

1503961	Major Accounts Executive	Direct Employers	0	0
		Referral*	2	0
		GlassDoor.com	1	0
<b>1503961 Total</b>			<b>7</b>	<b>2</b>
1505812	Mgr, Regl Mrkg - Enterprise	Internal	2	1
		Charter.com	0	0
		Direct Employers	0	0
		GlassDoor.com	1	0
		Indeed*2	1	0
<b>1505812 Total</b>			<b>4</b>	<b>1</b>
1601087	Strategic Acct Mgr K12 Edu/Lib	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		GlassDoor.com	0	0
<b>1601087 Total</b>			<b>1</b>	<b>1</b>
Grand Total			29	8

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Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	4
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	3
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	3
Monster*	133 Boston Post Road	Weston, MA 02493	monster.com	(978) 461-8000	No	1
Referral*	N/A	N/A	N/A	N/A	No	4
Indeed*	177 Broad St 6th Fl	Stamford, CT 06901	indeed.com	203-328-2691	No	1

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4	SC Works Job Fair	10/1/2015	Charter Communicated attended a job fair hosted by South Carolina (SC) Works. This job fair was open to the public.