

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 12630 - OPS Anderson Cnty SC

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

Total Number of Full-Time Vacancies Filled During This Period: 44
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 92

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

FULL-TIME VACANCIES FILLED

State SC
FCC Unit 12630 - OPS Anderson Cnty SC

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1505964	Broadband Technician Sr	Internal	7	6
1505964 Total			7	6
1601967	Broadband Installer	Radio	1	1
		Direct Employers	0	0
1601967 Total			1	1
1505300	Broadband Technician	Radio	1	1
		Charter.com	3	0
		Direct Employers	0	0
		Referral*	5	3
1505300 Total			9	4
1506498	Broadband Technician	Indeed	2	1
		Radio	8	6
		TV	2	0
		Internal	1	1
		Charter.com	7	3
		Goodwill Job Fair	1	0
		Direct Employers	0	0
		Referral*	10	6
		SC Works	1	0
		Monster*	1	1
		Google*	5	3
		Sales Jobs.com*	1	1

1506498	Broadband Technician	Facebook* SC Works Tri-County Job Fair	1 0	1 0
1506498 Total			40	23
1601407	Broadband Technician Sr	Internal Direct Employers	6 0	3 0
1601407 Total			6	3
1602907	Broadband Technician Sr	Internal Charter.com Direct Employers	6 1 0	1 0 0
1602907 Total			7	1
1601890	Mgr, Systems Engineering	Internal Direct Employers	5 0	1 0
1601890 Total			5	1
1507231	Sup, Technical Service	Charter.com Direct Employers	1 0	1 0
1507231 Total			1	1
1601955	Sup, Technical Service	Internal Direct Employers	8 0	1 0
1601955 Total			8	1
1506994	System Technician I	Internal Direct Employers Referral*	6 0 1	2 0 0
1506994 Total			7	2
1505964	Broadband Technician Sr	Internal Direct Employers	1 0	1 0
1505964 Total			1	1
Grand Total			92	44

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2016 FCC EEO Public File Report for Charter Communications 12630 - OPS Anderson Cnty SC

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

Total Number of Full-Time Vacancies Filled During This Period: 12
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 68

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

FULL-TIME VACANCIES FILLED

State SC
FCC Unit 12630 - OPS Anderson Cnty SC

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1507275	Direct Sales Rep	Indeed	1	0
		Charter.com	1	1
		Direct Employers	0	0
		Referral*	3	2
1507275 Total			5	3
1601250	Direct Sales Rep	Indeed	1	0
		LinkedIn	1	1
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	3	1
1601250 Total			6	2
1602565	Direct Sales Rep	CareerBuilder.com	2	1
		Indeed	2	0
		LinkedIn	1	0
		Charter.com	7	1
		Direct Employers	0	0
		Referral*	4	1
1602565 Total			16	3
1505293	Store Associate	CareerBuilder.com	1	0
		Indeed	6	0
		Charter.com	7	1
		Direct Employers	0	0
1505293 Total			14	1

1506929	Store Associate	CareerBuilder.com	1	0
		Indeed	5	0
		Monster	1	0
		Charter.com	3	1
		Direct Employers	0	0
		Referral*	1	0
1506929 Total			11	1
1602808	Store Associate	Indeed	5	0
		Charter.com	6	1
		Direct Employers	0	0
		Referral*	4	0
1602808 Total			15	1
1601622	Sup, Direct Sales I-SFU	Charter.com	1	1
		Direct Employers	0	0
1601622 Total			1	1
Grand Total			68	12

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	26
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	0
CareerBuilder*						4
Indeed*						20
Monster*						1
Employee Referral						15

* 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 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.

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**2016 FCC EEO Public File Report for Charter Communications
12630 - OPS Anderson Cnty SC**

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

Total Number of Full-Time Vacancies Filled During This Period: 1
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 5

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

FULL-TIME VACANCIES FILLED

State SC
FCC Unit 12630 - OPS Anderson Cnty SC

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1604246	Assoc ISP Ops Engineer	CableFax	0	0
		Internal	5	1
		Multichannel News	0	0
		Direct Employers	0	0
		Recruit Military	0	0
1604246 Total			5	1
Grand Total			5	1

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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
Multichannel News	28 E 28th Street	Ny NY			No	0
CableFax	9211 Corporate BLVD	Rockville, MD		301-354-2000	No	0

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4			
5			