

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 12432 - CM Madison Cnty TN

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

Total Number of Full-Time Vacancies Filled During This Period: 9
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 37

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

FULL-TIME VACANCIES FILLED

State TN
FCC Unit 12432 - CM Madison Cnty TN

Req #	Job Title	Source	Interviewees Referred	Number Hired
1505132	Account Coordinator	Glassdoor	0	0
		LinkedIn	0	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		Indeed.com*	5	0
		RecruitMilitary	0	0
		CableFax	0	0
		Multi-Channel News	0	0
		Urban League of Middle Tennessee	0	0
		East Tennessee State University	0	0
		Lane College	0	0
		Union University	0	0
1505132 Total			6	1
1604438	Account Coordinator	Glassdoor	0	0
		LinkedIn	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	2	1
		Indeed.com*	1	0
		RecruitMilitary	0	0

1604438	Account Coordinator	CableFax	0	0
		Multi-Channel News	0	0
		Urban League of Middle Tennessee	0	0
		East Tennessee State University	0	0
		Union University	0	0
1604438 Total			3	1
1603507	Account Executive	Glassdoor	0	0
		LinkedIn	1	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	0
		Indeed.com*	2	1
		RecruitMilitary	0	0
		CableFax	0	0
		Multi-Channel News	0	0
		Urban League of Middle Tennessee	0	0
		East Tennessee State University	0	0
		Lane College	0	0
		Union University	0	0
		CareerBuilder.com*	1	0
1603507 Total			5	1
1503455	Assoc Media Marketing Rep	Glassdoor	0	0
		LinkedIn	0	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	0
		Indeed.com*	3	1
		RecruitMilitary	0	0
		CableFax	0	0
		Multi-Channel News	0	0
		Urban League of Middle Tennessee	0	0
		East Tennessee State University	0	0
		Lane College	0	0
		Union University	0	0
		Freed-Hardeman University	0	0
Ranken Technical College Job Fair	0	0		
1503455 Total			5	1
1505215	Digital Account Planner	Glassdoor	0	0
		LinkedIn	0	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		RecruitMilitary	0	0
		CableFax	0	0

1505215	Digital Account Planner	Multi-Channel News	0	0
		Urban League of Middle Tennessee	0	0
		Lane College	0	0
		Union University	0	0
		The University of Memphis	0	0
		1505215 Total	1	1
1505153	Local Account Planner	Glassdoor	0	0
		LinkedIn	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
		RecruitMilitary	0	0
		CableFax	0	0
		Multi-Channel News	0	0
		Urban League of Middle Tennessee	0	0
		East Tennessee State University	0	0
		Lane College	0	0
		Union University	0	0
		1505153 Total	1	1
1603727	Local Account Planner	Glassdoor	0	0
		LinkedIn	0	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		Indeed.com*	1	0
		RecruitMilitary	0	0
		CableFax	0	0
		Multi-Channel News	0	0
		Urban League of Middle Tennessee	0	0
		East Tennessee State University	0	0
		Lane College	0	0
		Union University	0	0
		1603727 Total	2	1
1506505	Producer/Director Lead	Glassdoor	0	0
		LinkedIn	0	0
		Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
		RecruitMilitary	0	0
		CableFax	0	0
		Multi-Channel News	0	0
		Urban League of Middle Tennessee	0	0
		East Tennessee State University	0	0
		Lane College	0	0

1506505	Producer/Director Lead	Union University	0	0
1506505 Total			1	1
1505925	Account Executive	Glassdoor	2	0
		LinkedIn	2	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	3	1
		Indeed.com*	5	0
		RecruitMilitary	0	0
		CableFax	0	0
		Multi-Channel News	0	0
		Urban League of Middle Tennessee	0	0
		Lane College	0	0
		University of Tennessee at Martin	0	0
		Bethel University	0	0
		Jackson State Community College	0	0
		Southwestern Illinois College 11th Annual Veterans Hiring Even	0	0
		Asheville Area Chamber of Commerce Job Fair	0	0
		Southeast Missouri State Spring Career Fair	0	0
1505925 Total			13	1
Grand Total			37	9

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	2
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	3
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	2
Internal					No	4
Indeed.com*					No	17
Referral*					No	8
CareerBuilder.com*					No	1
CableFax			cablefax.com		No	0
Multi-Channel News			multichannel.com		No	0
Urban League of Middle Tennessee	2214 Rosa L Parks Blvd., #100	Nashville, TN 37228	Shana Guyton	615-254-0525	No	0
East Tennessee State University	Box 70718	Johnson City, TN 37614	Ruth Wilbanks	423-439-4441	No	0
Lane College	545 Lane Ave.	Jackson, TN 38301	Career Services	731-410-6709	No	0
Union University	1050 University Dr.	Jackson, TN 38305	Career Center	731-661-5424	No	0
Freed-Hardeman University	158 East Main St.	Henderson, TN 28340	Career Services	731-989-6449	No	0
Ranken Technical College Job Fair	4431 Finney Ave.	St. Louis, MO 63113	Janie Summers	314-286-3665	No	0
The University of Memphis	400 Wilder Tower	Memphis, TN 38152	Career Services	901-678-2239	No	0
University of Tennessee at Martin					No	0
Bethel University	325 Cherry Ave.	McKenzie, TN 38201	Career Development	731-352-4000	No	0
Jackson State Community College	2046 North Parkway	Jackson, TN 38301	Career Resource Center	731-424-3520	No	0
Southwestern Illinois College 11th Annual Veterans Hiring Event	2500 Carlyle Ave.	Belleville, IL 6221	Career Services		No	0

Asheville Area Chamber of Commerce Job Fair	36 Montford Ave.	Asheville, NC 28801		828-258-6114	No	0
Southeast Missouri State Spring Career Fair	1 University Plaza	Cape Girardeau, MO 63701	Daniel Presson	573-651-2583	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	Ranken Technical College Job Fair	3/3/2016	Career Fair
9	Southwestern Illinois College 11th Annual Veterans Hiring Event	11/4/2015	Career Fair
10	Asheville Area Chamber of Commerce Job Fair	1/7/2016	Career Fair
11	Southeast Missouri State Spring Career Fair	2/25/2016	Career Fair