

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 12636 - OPS Montgomery Cnty TN

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

Total Number of Full-Time Vacancies Filled During This Period: 16  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 45

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

### FULL-TIME VACANCIES FILLED

State TN  
FCC Unit 12636 - OPS Montgomery Cnty TN

Req #	Job Title	Source	Interviewees Referred	Number Hired
1505436	Broadband Installer	Charter.com	2	0
		Direct Employers	0	0
		Indeed.com*	2	1
<b>1505436 Total</b>			<b>4</b>	<b>1</b>
1506307	Broadband Installer	Charter.com	1	1
		Direct Employers	0	0
		Indeed.com*	3	1
<b>1506307 Total</b>			<b>4</b>	<b>2</b>
1507174	Broadband Installer	Direct Employers	0	0
		Indeed.com*	2	2
		Employee Referral*	3	1
		Craig's List.com*	1	0
		Google.com*	1	0
		Facebook.com*	1	0
<b>1507174 Total</b>			<b>8</b>	<b>3</b>
1602248	Broadband Installer	Direct Employers	0	0
		Indeed.com*	1	0
		Employee Referral*	1	1
		Monster.com*	1	0
<b>1602248 Total</b>			<b>3</b>	<b>1</b>
1603880	Broadband Installer	Charter.com	1	1
		Direct Employers	0	0
		Indeed.com*	2	1

1603880	Broadband Installer	Employee Referral* Google.com*	1 1	0 0
<b>1603880 Total</b>			<b>5</b>	<b>2</b>
1604637	Broadband Installer	Charter.com Direct Employers Indeed.com* Employee Referral*	1 1 2 1	1 0 0 0
<b>1604637 Total</b>			<b>5</b>	<b>1</b>
1602731	Maintenance Technician	Charter.com Direct Employers	1 0	1 0
<b>1602731 Total</b>			<b>1</b>	<b>1</b>
1603738	Network Technician	Charter.com Direct Employers	2 0	1 0
<b>1603738 Total</b>			<b>2</b>	<b>1</b>
1504897	QA Inspector I	Charter.com Direct Employers	3 0	1 0
<b>1504897 Total</b>			<b>3</b>	<b>1</b>
1603205	Sup, Technical Service	Charter.com Direct Employers	8 0	1 0
<b>1603205 Total</b>			<b>8</b>	<b>1</b>
1505942	System Technician I	Charter.com Direct Employers	1 0	1 0
<b>1505942 Total</b>			<b>1</b>	<b>1</b>
1601242	System Technician I	Charter.com Direct Employers	1 0	1 0
<b>1601242 Total</b>			<b>1</b>	<b>1</b>
Grand Total			45	16

**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	
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	22
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	
Indeed.com*						12
Google.com*						2
Monster.com*						1
Facebook.com*						1
Craig's List.com*						1
Employee Referral*						6

\* 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 Pathing Program	Ongoing	Allows BBT and Maintenance Technicians the ability to self - promote.
5	Jones/NCTI University	Ongoing	Charter pays for the cost of this program to allow our employee's to take classes designed to increase their knowledge in the cable industry.

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**2016 FCC EEO Public File Report for Charter Communications  
12636 - OPS Montgomery Cnty TN**

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

Total Number of Full-Time Vacancies Filled During This Period: 6  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 16

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

**FULL-TIME VACANCIES FILLED**

State TN  
FCC Unit 12636 - OPS Montgomery Cnty TN

Req #	Job Title	Source	Interviewees Referred	Number	
				Hired	
1504371	Direct Sales Rep	Indeed	1	0	
		Charter.com	2	2	
		Direct Employers	0	0	
		Referral*	2	0	
<b>1504371 Total</b>			<b>5</b>	<b>2</b>	
1601196	Direct Sales Rep	Charter.com	2	2	
		Direct Employers	0	0	
<b>1601196 Total</b>			<b>2</b>	<b>2</b>	
1602038	Direct Sales Rep	Indeed	2	1	
		Charter.com	1	0	
		Direct Employers	0	0	
<b>1602038 Total</b>			<b>3</b>	<b>1</b>	
1603909	Mgr, Sales I -Direct Sales-SFU	Charter.com	5	1	
		Direct Employers	0	0	
		Referral*	1	0	
<b>1603909 Total</b>			<b>6</b>	<b>1</b>	
<b>Grand Total</b>			<b>16</b>	<b>6</b>	

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Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	10
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*						3
Employee Recruiter						3

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