

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
12656 - OPS Tarrant Cnty TX**

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

Total Number of Full-Time Vacancies Filled During This Period: 275
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 609

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

FULL-TIME VACANCIES FILLED

State TX
FCC Unit 12656 - OPS Tarrant Cnty TX

Req #	Job Title	Source	Number	
			Interviewees Referred by	Hired
1601124	Advanced Broadband Installer	Hiring our Heroes	1	0
		Internal	1	1
		Charter.com	5	4
		Referral*	7	3
		Arlington Answers Job Fair	1	0
		Indeed.com	6	3
		Texas Workforce Solutions	3	1
		GlassDoor.com	1	0
		Job Links	0	0
		10th Annual Career & Technical Education Student Job Fair	0	0
		City of Dallas Diversity Job Fair	0	0
		Military Hiring Fair	0	0
North Texas Regional Job Fair	3	2		
1601124 Total			28	14
1602079	Advanced Broadband Installer	Hiring our Heroes	1	0
		Charter.com	8	5
		Referral*	27	13
		Arlington Answers Job Fair	3	1
		Indeed.com	1	0
		Texas Workforce Solutions	4	3
		Google.com	8	4
		Charter Television Commercial	1	0
		Military Hiring Fair	0	0
		North Texas Regional Job Fair	1	0
1602079 Total			54	26
1603797	Advanced Broadband Installer	Internal	1	1
		Charter.com	6	3
		Referral*	16	6
		Arlington Answers Job Fair	1	1
		Monster.com	1	0
		Indeed.com	6	2
		Texas Workforce Solutions	3	0
Google.com	4	1		

1603797	Advanced Broadband Installer	GlassDoor.com	2	2
		Facebook.com	1	0
1603797 Total			41	16
1504020	Broadband Technician	Hiring our Heroes	0	0
		Charter.com	5	3
		Referral*	10	3
		Arlington Answers Job Fair	0	0
		Workforce Solutions for Tarrant County	0	0
		Indeed.com	2	0
		Google.com	1	0
1504020 Total			18	6
1601127	Broadband Technician	Hiring our Heroes	0	0
		Internal	1	1
		Charter.com	9	1
		Referral*	11	2
		Arlington Answers Job Fair	0	0
		Monster.com	1	1
		Indeed.com	5	3
		Texas Workforce Solutions	3	1
		Electronic Billboard	1	0
		Google.com	3	1
		GlassDoor.com	1	0
		10th Annual Career & Technical Education Student Job Fair	0	0
		City of Dallas Diversity Job Fair	0	0
		Military Hiring Fair	0	0
1601127 Total			35	10
1603322	Broadband Technician	Hiring our Heroes	0	0
		Internal	2	2
		Charter.com	10	0
		Referral*	17	2
		Indeed.com	14	3
		Texas Workforce Solutions	3	0
		Google.com	4	0
		Charter Television Commercial	2	1
		East Texas Veterans Alliance Job Fair	0	0
		Ft Worth ISD	0	0
		Brighter outlook Job Fair	0	0
		Texas Workforce Solutions	1	0
1603322 Total			53	8
1503973	Broadband Technician Sr	Internal	2	2
		Charter.com	2	0
		Referral*	1	0
		Workforce Solutions for Tarrant County	0	0
1503973 Total			5	2
1505993	Broadband Technician Sr	Hiring our Heroes	0	0
		Internal	3	3
		Charter.com	1	0
		Referral*	1	0
		Arlington Answers Job Fair	0	0
		Indeed.com	1	0
		Ft Worth Housing Authority	0	0
		North Texas Regional Job Fair	0	0
1505993 Total			6	3
1504849	Sup, Technical Service	Charter.com	1	0
		Referral*	1	1
1504849 Total			2	1
1506075	Sup, Technical Service	Internal	1	1

1506075	Sup, Technical Service	Charter.com	0	0
1506075 Total			1	1
1601352	Sup, Technical Service	Hiring our Heroes	0	0
		Internal	4	0
		Charter.com	1	1
		Referral*	1	0
		Indeed.com	1	0
		10th Annual Career & Technical Education Student Job Fair	0	0
		City of Dallas Diversity Job Fair	0	0
		Military Hiring Fair	0	0
1601352 Total			7	1
1503788	Accounts Payable Clerk II	Charter.com	0	0
		Texas Worforce Solutions	1	1
1503788 Total			1	1
1602505	Construction Tech I	Charter.com	0	0
		Referral*	1	1
1602505 Total			1	1
1604701	Construction Tech I	Charter.com	0	0
		Referral*	1	1
1604701 Total			1	1
1506833	Department Assistant	Charter.com	0	0
		Texas Workforce Solutions	1	0
		Google.com	1	1
1506833 Total			2	1
1603343	HR Coordinator II	Internal	1	1
		Charter.com	0	0
1603343 Total			1	1
1601524	Purchasing Coordinator	Charter.com	0	0
		Indeed.com	1	1
		10th Annual Career & Technical Education Student Job Fair	0	0
		City of Dallas Diversity Job Fair	0	0
		Military Hiring Fair	0	0
1601524 Total			1	1
1601615	Sr Technical Clerk	Internal	1	1
		Charter.com	0	0
		Referral*	1	0
		10th Annual Career & Technical Education Student Job Fair	0	0
		City of Dallas Diversity Job Fair	0	0
		Texas Worforce Solutions	1	0
1601615 Total			3	1
1505183	Sup, Construction	Hiring our Heroes	0	0
		Internal	1	1
		Charter.com	0	0
1505183 Total			1	1
1601015	Technical & Safety Trainer I	Internal	1	1
		Charter.com	0	0
		Texas Workforce Solutions	0	0
		10th Annual Career & Technical Education Student Job Fair	0	0
		City of Dallas Diversity Job Fair	0	0
		Military Hiring Fair	0	0
1601015 Total			1	1
1507405	Technical Clerk	Internal	4	0
		Charter.com	2	0
1507405 Total			6	0
1602084	Technical Clerk	Charter.com	0	0
		Referral*	1	1
		Military Hiring Fair	0	0

1602084 Total			1	1
1506221	Leadership Trainer	Internal	2	0
		Charter.com	0	0
		Referral*	1	0
		Indeed.com	3	0
		Texas Workforce Solutions	1	1
1506221 Total			7	1
1504273	Mgr, Regl Training Delivery	Internal	3	1
		Charter.com	0	0
		Indeed.com	2	0
1504273 Total			5	1
1505720	Regl Bus Planning Ops Analyst	Beyond.com	1	0
		Internal	1	1
		Charter.com	0	0
		Referral*	1	0
		Indeed.com	1	0
		GlassDoor.com	1	0
		Yahoo.com	1	0
1505720 Total			6	1
1505592	Warehouse Technician	Internal	1	0
		Charter.com	2	0
		Referral*	8	1
		Indeed.com	6	0
		Texas Workforce Solutions	2	0
		Google.com	3	0
1505592 Total			22	1
1602619	Maintenance Technician	Internal	1	1
		Charter.com	0	0
		Referral*	1	1
1602619 Total			2	2
1505030	System Technician I	Internal	1	1
		Charter.com	1	0
		Job Links	0	0
		Ft Worth Housing Authority	0	0
		North Texas Regional Job Fair	0	0
1505030 Total			2	1
1507093	System Technician I	Internal	1	1
		Charter.com	0	0
		Referral*	1	0
		Texas Workforce Solutions	0	0
		10th Annual Career & Technical Education Student Job Fair	0	0
		City of Dallas Diversity Job Fair	0	0
		Military Hiring Fair	0	0
1507093 Total			2	1
1601344	System Technician I	Internal	2	2
		Charter.com	0	0
		Arlington Answers Job Fair	0	0
		Texas Workforce Solutions	0	0
		10th Annual Career & Technical Education Student Job Fair	0	0
		City of Dallas Diversity Job Fair	0	0
1601344 Total			2	2
1506350	Inventory Control Coordinator	Internal	4	1
		Charter.com	0	0
		Referral*	1	0
		Indeed.com	8	0
1506350 Total			13	1
1603134	Sup, Supply Chain Hub	Internal	5	2

1603134	Sup, Supply Chain Hub	Charter.com	1	0
		Referral*	1	0
1603134 Total			7	2
1505937	Warehouse Technician	Charter.com	2	0
		Indeed.com	5	1
1505937 Total			7	1
1601882	Warehouse Technician	Internal	1	1
		Charter.com	1	0
		Texas Workforce Solutions	1	1
1601882 Total			3	2
1603666	Warehouse Technician	Internal	2	2
		Charter.com	1	0
		Referral*	3	1
		Indeed.com	1	0
		Texas Workforce Solutions	1	0
		GlassDoor.com	1	0
		Charter Television Commercial	1	0
1603666 Total			10	3
1504725	Advanced Broadband Installer	CareerBuilder.com	1	1
		Hiring our Heroes	1	1
		Internal	5	5
		Charter.com	15	13
		Referral*	8	6
		Arlington Answers Job Fair	0	0
		Workforce Solutions for Tarrant County	0	0
		Indeed.com	5	4
		Texas Workforce Solutions	3	1
		Google.com	5	5
		Yahoo.com	1	0
		North Texas Regional Job Fair	1	1
		Texas Worforce Solutions	3	1
1504725 Total			48	38
1601123	Advanced Broadband Installer	Hiring our Heroes	1	1
		Internal	6	5
		Charter.com	2	1
		Referral*	7	5
		Indeed.com	2	1
		Google.com	2	2
		10th Annual Career & Technical Education Student Job Fair	0	0
		City of Dallas Diversity Job Fair	0	0
1601123 Total			20	15
1602080	Advanced Broadband Installer	Hiring our Heroes	0	0
		Charter.com	5	3
		Referral*	11	4
		Arlington Answers Job Fair	0	0
		Indeed.com	2	2
		Google.com	1	0
		Yahoo.com	1	0
		Military Hiring Fair	0	0
		Brighter outlook Job Fair	0	0
		North Texas Regional Job Fair	1	0
		Texas Worforce Solutions	1	0
1602080 Total			22	9
1603798	Advanced Broadband Installer	Charter.com	3	2
		Referral*	17	11
		Indeed.com	1	1
		Texas Workforce Solutions	1	1

1603798	Advanced Broadband Installer	Google.com	1	0
1603798 Total			23	15
1605026	Advanced Maintenance Tech	Charter.com	1	1
1605026 Total			1	1
1504800	Broadband Installer	Hiring our Heroes	0	0
		Internal	1	1
		Charter.com	7	4
		Referral*	6	6
		Arlington Answers Job Fair	0	0
		Indeed.com	3	1
		Texas Workforce Solutions	1	1
		Google.com	1	1
		Facebook.com	1	1
		North Texas Regional Job Fair	1	1
1504800 Total			21	16
1506185	Broadband Installer	Internal	1	0
		Charter.com	1	1
		Referral*	5	4
		Indeed.com	3	0
		Texas Workforce Solutions	1	1
		Google.com	3	3
		Job Links	0	0
		Ft Worth Housing Authority	0	0
		North Texas Regional Job Fair	3	2
1506185 Total			17	11
1601559	Broadband Installer	Charter.com	0	0
		Referral*	3	2
		10th Annual Career & Technical Education Student Job Fair	0	0
		City of Dallas Diversity Job Fair	0	0
		Military Hiring Fair	0	0
1601559 Total			3	2
1506878	Broadband Technician	LinkedIn	1	1
		Charter.com	1	0
		Indeed.com	1	0
1506878 Total			3	1
1601125	Broadband Technician	Charter.com	2	1
		Referral*	1	1
		Indeed.com	4	3
		Google.com	2	1
		10th Annual Career & Technical Education Student Job Fair	0	0
		City of Dallas Diversity Job Fair	0	0
		Military Hiring Fair	0	0
1601125 Total			9	6
1504824	Broadband Technician Sr	Charter.com	0	0
		Referral*	1	1
1504824 Total			1	1
1507034	Broadband Technician Sr	LinkedIn	1	0
		Internal	2	1
		Charter.com	0	0
1507034 Total			3	1
1506352	CB Broadband Technician	Internal	9	2
		Charter.com	0	0
		Ft Worth Housing Authority	0	0
		North Texas Regional Job Fair	0	0
1506352 Total			9	2
1601461	CB Broadband Technician	Internal	3	3
		Charter.com	0	0

1601461	CB Broadband Technician	Indeed.com	1	0
		10th Annual Career & Technical Education Student Job Fair	0	0
		City of Dallas Diversity Job Fair	0	0
1601461 Total			4	3
1602044	CB Broadband Technician	Internal	2	2
		Charter.com	0	0
		Arlington Answers Job Fair	0	0
		Military Hiring Fair	0	0
1602044 Total			2	2
1603573	CB Broadband Technician	Hiring our Heroes	0	0
		Internal	1	1
		Charter.com	0	0
		East Texas Veterans Alliance Job Fair	0	0
		Ft Worth ISD	0	0
1603573 Total			1	1
1505583	Field Auditor	Charter.com	1	1
		Arlington Answers Job Fair	0	0
		Workforce Solutions for Tarrant County	0	0
		Google.com	1	1
		Great Commission Job Fair	1	0
1505583 Total			3	2
1506456	Field Auditor	Charter.com	1	1
		Indeed.com	1	1
		Ft Worth Housing Authority	0	0
		North Texas Regional Job Fair	2	2
1506456 Total			4	4
1507212	Field Auditor	Charter.com	0	0
		Referral*	1	1
1507212 Total			1	1
1601307	Field Auditor	Charter.com	1	1
1601307 Total			1	1
1601807	Field Auditor	CareerBuilder.com	1	0
		Internal	2	2
		Charter.com	3	2
		Referral*	8	3
		Arlington Answers Job Fair	2	0
		Indeed.com	1	1
		Texas Workforce Solutions	1	0
		Craigslist.com	1	0
		Yahoo.com	1	0
		10th Annual Career & Technical Education Student Job Fair	0	0
		City of Dallas Diversity Job Fair	0	0
		Military Hiring Fair	0	0
		North Texas Regional Job Fair	2	0
1601807 Total			22	8
1602621	Maintenance Technician	Internal	2	2
		Charter.com	1	1
1602621 Total			3	3
1505465	Mgr, Safety	Hiring our Heroes	0	0
		Internal	1	1
		Charter.com	0	0
		Arlington Answers Job Fair	0	0
		Workforce Solutions for Tarrant County	0	0
1505465 Total			1	1
1505585	QA Inspector I	Internal	6	1
		Charter.com	0	0
		Arlington Answers Job Fair	0	0

1505585	QA Inspector I	Workforce Solutions for Tarrant County	0	0
		Indeed.com	1	0
		North Texas Regional Job Fair	0	0
1505585 Total			7	1
1602155	QA Inspector I	Hiring our Heroes	0	0
		Internal	5	3
		Charter.com	0	0
		Arlington Answers Job Fair	0	0
		Indeed.com	1	0
		Texas Workforce Solutions	2	0
		GlassDoor.com	1	0
		Military Hiring Fair	0	0
		East Texas Veterans Alliance Job Fair	0	0
1602155 Total			9	3
1602147	Sr Technical Clerk	Charter.com	0	0
		Referral*	1	1
		Military Hiring Fair	0	0
1602147 Total			1	1
1603786	Sr Technical Clerk	Internal	1	1
		Charter.com	0	0
		Fort Worth ISD	0	0
		East Texas Veterans Alliance Job Fair	0	0
1603786 Total			1	1
1507057	Sup, System Maintenance	Internal	1	1
		Charter.com	0	0
1507057 Total			1	1
1506263	Sup, Technical Service	Internal	1	1
		Charter.com	0	0
		Workforce Solutions for Arlington	0	0
		Workforce Solutions for Tarrant County	0	0
		North Texas Regional Job Fair	0	0
1506263 Total			1	1
1602983	Sup, Technical Service	Internal	1	1
		Charter.com	0	0
		Indeed.com	1	0
1602983 Total			2	1
1504112	System Technician I	Internal	2	2
		Charter.com	0	0
		Arlington Answers Job Fair	0	0
		Workforce Solutions for Tarrant County	0	0
1504112 Total			2	2
1506725	Dispatcher I	Charter.com	0	0
		Texas Workforce Solutions	1	1
1506725 Total			1	1
1506728	Workforce Mgmt Technical Coord	Internal	1	0
		Charter.com	0	0
		Referral*	1	1
		Indeed.com	1	0
		Texas Workforce Solutions	0	0
		Texas Worforce Solutions	1	0
1506728 Total			4	1
1605024	Workforce Mgmt Technical Coord	Internal	1	1
		Charter.com	0	0
1605024 Total			1	1
Grand Total			609	275

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?
Direct Employers	9002 N. Purdue Rd., Ste. 100	Indianapolis, IN 42628	directemployers.org	317-874-9000	No
10th Annual Career & Technical Education Student Job Fair	1849 E. Central Drive #E	Bedford, TX 76022	Monica Chavez	817-354-3541	No
Americas-fs.org	3000 Mountain Creek Parkway	Dallas, TX 75211	Rich Lakers	972-342-5504	No
Arlington Answers Job Fair	2350 South west Green Oaks blvd	Arlington, TX, 76011	Arlingtonanswers.com	N/A	No
Beyond.com	N/A	N/A	Beyond.com	N/A	No
Brighter Outlook Job Fair	4910 Dunbar St.	Ft Worth, TX 76105	FTWHSA.gov		No
Cabl Bar	3501 Route 42 # 130	Turnersville, NJ 08012	http://bar.cabl.com/	N/A	No
Cablcom	N/A	N/A	www.cabl.com	N/A	No
Cable 360	88 Pine St # 510	New York, NY 10005	www.cable360.net/jobs	N/A	No
Cablefax Daily	N/A	N/A	www.cablefaxcable.com	N/A	No
Career Solutions	N/A	N/A	careersolutionsworkshop.org		No
Careerbuilder	N/A	N/A	Careerbuilder.com	N/A	No
Clear Channel Billboard	N/A	n	Clearchannel.com	N/A	No
CareerOneStop.com	N/A	N/A	CareerOneStop.com	N/A	No
Careersolutions Community Job Fair	2920 Windstone Ct	Bedford, TX, 76021	www.careerworkshops.	N/A	No
Charter Cross Channel - Television Commerce	1605 Des Peres Road, Suite 300	St. Louis, MO, 63131	www.charter.com	314-394-2563	No
Charter Jobs OnDemand	N/A	N/A	N/A	N/A	No
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No
City of Dallas Diversity job fair	6055 Lydong B Johnson Freeway	Dallas, Tx 75240	citycareerfair.com	562-409-0056	No
Congressman Marc Veasey 33rd Congressional District	2300 Circle Drive	Ft Worth, TX, 76119	N/A	817-920-9086	No
Craigslist	N/A	N/A	www.craigslist.org	N/A	No
East Texas Veterans Alliance Job Fair	13592 State Highway 31 West	Tyler, TX 75709	eventbrite.com		No
Employee Referral	N/A	N/A	N/A	N/A	No
Excelerator Job Fair	15100 Houston Street	Ft Worth, TX	The Fort Worth Chamber of Commerce	N/A	No
FaceBook.com	N/A	N/A	Facebook.com	N/A	No
Ft Worth Alliance Job Fair	13825 Aviator Way	Ft Worth, TX	N/A	817-548-5274	No
Ft Worth Chamber of Commerce	15100 Houston Street	Ft Worth, TX	Cynthia Miller		No
Ft Worth Housing Authority	1201 East 13th Street	Ft Worth, TX,76102	Glenn Nixon	817-333-3523	No
Ft Worth ISD job Fair	3401 West Lancaster Ave	Ft Worth, TX 76107	FTWISD.com		No
Gateway Church	7501 Davis Blvd	North Richland Hills, Tx	Gatewaychurch.org		No
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No
Goodwill Industries	4005 Campus Drive	Ft Worth, TX 76119	Goodwill Industries	N/A	No
Google.com	N/A	N/A	Google.com	N/A	No
Great Commission Baptist Church Job Fair	7700 McCart	Ft Worth, 76119	Dr. Dale Allen	817-346-1869	No
Hero2Hired	N/A	N/A	https://h2h.jobs/	N/A	No
Hiring our Heroes	4210 Hercules Rd., NAS	Ft Worth, TX 76127	Hiringourheroes.org	202-360-0471	No
Indeed.com	N/A	N/A	indeed.com	N/A	No
Internal	N/A	N/A	www.Charter.com	N/A	No
Job Central	N/A	N/A	www.jobcentralcom.com	N/A	No
Job Fair 520	5565 Truman Drive	Ft Worth, TX, 76112	JobFair520.Eventbrite.com	N/A	No
Jobinventory.com	N/A	N/A	Jobinventory.com	N/A	No
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No
Military job fair Dallas Baptist	3000 Mountain Creek Parkway	Dallas, TX 75211	americas-fs.org	972-342-5504	no
Military.com	N/A	N/A	Military.com	N/A	No
Monster.com	N/A	N/A	www.monster.com	N/A	No
North Lake College Job Fair	5001 North MacArthur	Irving, Tx 75038	Crystal Larthridge	972-273-3145	No
North Texas Regional Job Fair	1800 Highway 26 east	Grapevine, TX, 76051	Jo Tellin	817-807-3962	No
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No
Simplyhired.com	N/A	N/A	www.simplyhired.com	N/A	No
Texas Veterans Commission/V.A. Industries	101 New York	Ft Worth, TX	TexasVA.com	N/A	No
Texas Wesleyan University	1201 Wesleyan St	Ft Worth, TX 76105	Rbone@txwes.edu	N/A	No
Texas Workforce Commission	1320 S. University Drive, Suite 600	Fort Worth, Texas 76107	TWC.gov	N/A	No

Texas Workforce Solutions	1320 S. University Drive, Suite 600	Fort Worth, Texas 76107	Amber Gosser	817-804-4255	No
USJobs.com	N/A	N/A	https://www.usjobs.com	N/A	No
Veterans Job Bank	N/A	N/A	www.military.com/Veterans	N/A	No
Workforce Solutions Job Fair	8701 Bedford Eules, Rd	Hurst, TX, 76053	TWC.gov	N/A	No
Yahoo.com	N/A	N/A	Yahoo.com	N/A	No
ZipRecruiter.com	N/A	N/A	ZipRecruiter.com	N/A	No

* 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 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; 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.

Total Number of Referrals
7
1
2
1
4
102
1
183
2
7
40
1
4
91
101
2
2
14

8
32
4

1/or (2)
ms. Applicants,

not limited to,

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
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	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
4	Electronic Digital Billboard	2/1/16-3/6/16	This method of advertising was used to recruit Broadband Technicians and Advanced Broadband Technicians
5	Workforce Solutions	Ongoing	Over 500 non-profit organizations are notified of job openings in this employment unit - including the following: AARP Senior Employment, American Indian Chamber, CareerLind Network, City of Fort Worth, Fort Worth Hispanic Chamber, Fort Worth Housing Authority, Safe Haven of Tarrant County, Tarrant Area Food Bank, Women's Center of Tarrant County, Urban Inter-Tribal Center of Texas. United Way, UTA/Educational Opportunity Center, Tarrant County College, FW Metropolitan Black Chamber. In addition we attended over 6 job fairs and over 7 job club job fairs held for the Texas workforce Solutions in their Alliance, Ft Worth, Hurst, and Grand Prairie locations.
6	Hiring Our Heroes Career Fair	10/27/2015	Targeting job opportunities for recent Ex-Military Personnel. Helping them get back into the regular workforce.
7	Job Links Excelerator	Ongoing	This meeting was attended by HR Staff - Hosted by Tarrant County College - A proven tool for communicating workforce opportunities by combining employer's information about the hiring process with the skills of a placement specialist. This meeting brings the employer and candidate
8	Ft Worth ISD Job Fair	7/11/2016	The purpose of the job fair was to reach out to recently and current graduating students in order to have them start more than just a job, but find a career. It really focused on those persons who were not wanting to go to college.
9	Ft Worth Housing Authority	5/12/2016	A job Fair that was being conducted by the Ft Worth Housing Authority. A job fair focusing on putting low income individuals a new job and career.
10	City of Dallas Diversity job fair	2/17/2016	It was a job fair being hosted by the city of Dallas that really focused on Veterans, Women's, LGBTQ, Mature Workers, and people with disabilities.
11	Military job fair Dallas Baptist	3/15/2016-3/16/20	A job fair that was strictly focused on getting those who served in the military back to work.
12	Charter Communications	Ongoing	Charter Communications has a career path program for Broadband Technician and Maintenance Technicians. Technicians can self promote through training and job proficiency. This program provides career progression opportunities for Technicians to strengthen and expand their abilities in their field, and enables Technicians to control their own career progression and wages.
13	Charter Communications	Ongoing	Charter Communications offers employees the opportunity to increase their knowledge/job skills by taking courses through Jones/NCTI at no cost to the employee if company set criteria is met.
14	Charter Communications	Ongoing	Charter Communications offers employees online ongoing training through Charter University. Courses offered on this site can be taken to gain job knowledge and skills.
15	The Career Explosion Tour	4/6/2016	This a branch of the Texas workforce Solution that tries to help troubled and at risk youth. The program is designed to bring local business to the teen that shows them how choosing a career can be fun and great for their future.

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 12656 - OPS Tarrant Cnty TX

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

Total Number of Full-Time Vacancies Filled During This Period: 98
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 241

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

FULL-TIME VACANCIES FILLED

State TX
FCC Unit 12656 - OPS Tarrant Cnty TX

Req #	Job Title	Source	Interviewees Referred	Number Hired
1601252	Business Account Executive	Charter.com	3	0
		Direct Employers	0	0
		Referral*	5	4
1601252 Total			8	4
1503395	Dir, Regional Direct Sales	Charter.com	1	0
		Direct Employers	0	0
1503395 Total			1	0
1601772	Sr Sales & Marketing Specialist	Beyond.com	1	1
		Direct Employers	0	0
1601772 Total			1	1
1505047	Business Account Executive	Monster	1	1
		Direct Employers	0	0
		Referral*	2	1
1505047 Total			3	2
1506239	Business Account Executive	Direct Employers	0	0
		Referral*	1	1
1506239 Total			1	1
1603555	Business Account Executive	Charter.com	2	1
		Direct Employers	0	0
1603555 Total			2	1
1303123	Concierge Rep, Spec Comm Sol	Charter.com	5	2
		Direct Employers	0	0
		Referral*	1	0

1303123 Total			6	2
1503574	Direct Sales Rep	CareerBuilder.com	1	0
		Craig's List	1	0
		Indeed	3	1
		Charter.com	9	3
		Direct Employers	0	0
		Referral*	7	3
1503574 Total			21	7
1503575	Direct Sales Rep	CareerBuilder.com	1	1
		GlassDoor	1	1
		Indeed	2	1
		LinkedIn	2	0
		Charter.com	7	5
		Direct Employers	0	0
		Referral*	6	0
1503575 Total			19	8
1503598	Direct Sales Rep	CareerBuilder.com	1	0
		Charter.com	11	5
		Direct Employers	0	0
		Referral*	8	3
1503598 Total			20	8
1503599	Direct Sales Rep	CareerBuilder.com	2	1
		Indeed	2	2
		Monster	2	1
		Direct Employers	0	0
		Referral*	12	5
1503599 Total			18	9
1503601	Direct Sales Rep	Indeed	8	3
		Charter.com	4	2
		Direct Employers	0	0
		Referral*	7	3
1503601 Total			19	8
1504756	Direct Sales Rep	Direct Employers	0	0
		Referral*	1	0
1504756 Total			1	0
1505781	Direct Sales Rep	Indeed	5	1
		Charter.com	16	9
		Direct Employers	0	0
		Referral*	5	2
1505781 Total			26	12
1505965	Direct Sales Rep	Charter.com	1	0
		Direct Employers	0	0
1505965 Total			1	0
1505968	Direct Sales Rep	Indeed	1	0
		Direct Employers	0	0
		Referral*	1	0

1505968 Total			2	0
1505969	Direct Sales Rep	Direct Employers	0	0
		Referral*	2	0
1505969 Total			2	0
1601376	Direct Sales Rep	CareerBuilder.com	1	0
		Indeed	2	0
		Charter.com	8	1
		Direct Employers	0	0
		Referral*	1	0
1601376 Total			12	1
1601417	Direct Sales Rep	Indeed	1	0
		Charter.com	2	0
		Direct Employers	0	0
		Referral*	1	0
1601417 Total			4	0
1601450	Direct Sales Rep	CareerBuilder.com	1	0
		Charter.com	7	4
		Direct Employers	0	0
		Referral*	4	4
1601450 Total			12	8
1602245	Direct Sales Rep	Charter.com	3	1
		Direct Employers	0	0
		Referral*	2	1
		Charter TV	1	0
1602245 Total			6	2
1602291	Direct Sales Rep	Google	1	0
		Indeed	3	1
		Charter.com	5	2
		Direct Employers	0	0
		Referral*	3	3
1602291 Total			12	6
1602295	Direct Sales Rep	Indeed	1	0
		LinkedIn	1	1
		Charter.com	5	2
		Direct Employers	0	0
		Referral*	5	5
1602295 Total			12	8
1604319	Direct Sales Rep	Google	1	0
		Indeed	1	1
		Direct Employers	0	0
1604319 Total			2	1
1604328	Direct Sales Rep	Indeed	2	1
		LinkedIn	1	1
		Charter.com	3	1
		Direct Employers	0	0
		Referral*	3	0

1604328 Total			9	3
1604329	Direct Sales Rep	Indeed	1	0
		LinkedIn	1	0
		Direct Employers	0	0
1604329 Total			2	0
1604330	Direct Sales Rep	CareerBuilder.com	1	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	2	2
1604330 Total			4	2
1505182	Sup, Direct Sales I-SFU	Charter.com	1	1
		Direct Employers	0	0
		Referral*	1	0
1505182 Total			2	1
1601564	Sup, Direct Sales I-SFU	Charter.com	12	3
		Direct Employers	0	0
		Referral*	1	0
1601564 Total			13	3
Grand Total			241	98

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	107
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	1
Charter TV						1
CareerBuilder*						8
Craig's List*						1
Google*						2
Indeed*						32
Monster*						3
Employee Referral						80
Beyond*						1

* 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.

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 12656 - OPS Tarrant Cnty TX

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

Total Number of Full-Time Vacancies Filled During This Period: 3
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 TX
FCC Unit 12656 - OPS Tarrant Cnty TX

Req #	Job Title	Source	Interviewees Referred	Number Hired
1602149	Assoc ISP Ops Engineer	Internal	9	1
		Multichannel News	0	0
		Direct Employers	0	0
		RecruitMilitary*	1	0
		Indeed*	1	0
1602149 Total			11	1
1603423	Assoc ISP Ops Engineer	Internal	3	1
		Direct Employers	0	0
		Indeed*	1	0
		Cablefax	0	0
1603423 Total			4	1
1601780	ISP Engineer I	RecruitMilitary	0	0
		Internal	1	1
		Direct Employers	0	0
		Recruit Military	0	0
1601780 Total			1	1
Grand Total			16	3

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	0
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	1
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
Indeed*	Broad Street	Stamford, CT	Indeed.com			1

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#	Name	Date	Description
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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
12656 - OPS Tarrant Cnty TX**

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: 27

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

FULL-TIME VACANCIES FILLED

State TX
FCC Unit 12656 - OPS Tarrant Cnty TX

Req #	Job Title	Source	Interviewees Referred	Number Hired
1603516	Project Manager	GlassDoor	1	0
		Internal	2	1
		Direct Employers	0	0
		Indeed*	1	0
1603516 Total			4	1
1503766	Account Manager ESM	Internal	2	1
		Charter.com	0	0
		Direct Employers	0	0
1503766 Total			2	1
1602972	Dir, Regl CB Service Delivery	Internal	3	0
		Charter.com	4	1
		Direct Employers	0	0
		Google*	1	0
1602972 Total			8	1
1504659	Major Accounts Executive	GlassDoor	1	1
		Internal	2	2
		Charter.com	1	0
		Direct Employers	0	0
1504659 Total			4	3
1505811	Mgr, Regl Mrkg - Enterprise	GlassDoor	2	0
		Internal	3	1
		Charter.com	0	0
		Direct Employers	0	0

1505811	Mgr, Regl Mrkg - Enterprise	Indeed*	2	0
1505811 Total			7	1
1602265	Mgr, Sales Major Accounts	Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	1
1602265 Total			2	1
Grand Total			27	8

RECRUITMENT SOURCE LIST

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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	6
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	4
Indeed*	177 Broad St 6th Fl	Stamford, CT 06901	indeed.com	203-328-2691	No	3
Referral*						1
Google*	1600 Amphitheatre Parkway	Mountain View, CA 94043	google.com	650-253-0000	No	1

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