

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: 221
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 315

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

FULL-TIME VACANCIES FILLED

State WI
FCC Unit (All)

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1601385	Administrative Assistant I	Internal	9	1
		Direct Employers	0	0
		Employee Referral	1	0
1601385 Total			10	1
1601811	Cust Rel Coord - Billing	Charter.com	11	8
		Direct Employers	0	0
		Employee Referral	10	7
1601811 Total			21	15
1602254	Cust Rel Coord - Billing	Radio	4	1
		Internal	1	1
		Charter.com	6	4
		Direct Employers	0	0
		Employee Referral	8	7
		Indeed.com	3	1
		State of WI DWD	1	1
1602254 Total			23	15
1603108	Cust Rel Coord - Billing	Radio	5	5
		Charter.com	5	3
		Direct Employers	0	0
		Employee Referral	16	12
		Indeed.com	3	1
		State of WI DWD	2	0
1603108 Total			31	21

1603897	Cust Rel Coord - Billing	Radio	3	3
		TV	1	1
		Charter.com	8	8
		Direct Employers	0	0
		Employee Referral	6	6
		Indeed.com	3	3
1603897 Total			21	21
1601386	Mgr, Business Controls	Direct Employers	0	0
		Employee Referral	1	1
1601386 Total			1	1
1503561	Rep, Billing	LinkedIn	1	1
		Radio	3	2
		TV	2	1
		Internal	1	1
		Charter.com	21	14
		Direct Employers	0	0
		Employee Referral	41	33
		GlassDoor.com	2	2
		Indeed.com	5	5
		State of WI DWD	1	0
1503561 Total			77	59
1505697	Rep, Billing	Radio	2	1
		Charter.com	11	10
		Direct Employers	0	0
		Employee Referral	25	20
		Indeed.com	4	4
1505697 Total			42	35
1507027	Rep, Billing	Charter.com	12	8
		Direct Employers	0	0
		Employee Referral	7	2
		Indeed.com	3	2
		State of WI DWD	1	1
1507027 Total			23	13
1505123	Sr Rep, Billing	Internal	19	5
		Direct Employers	0	0
1505123 Total			19	5
1604599	Sup, Cust Care Call Ctr -Resi	Internal	3	3
		Charter.com	1	1
		Direct Employers	0	0
1604599 Total			4	4
1601892	Assoc Accounts Rec. Specialist	Internal	11	1
		Charter.com	1	0
		Direct Employers	0	0
		Employee Referral	1	0
1601892 Total			13	1
1604559	Cust Rel Coord - Billing	Radio	1	1

1604559	Cust Rel Coord - Billing	Charter.com	7	7
		Employee Referral	21	21
		Indeed.com	1	1
1604559	Total		30	30
Grand Total			315	221

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	
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	
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	
Radio - Charter often advertises via paid radio endorsers on local stations which include Radio Plus stations: WFDL (97.7), WTCX (96.1), WMDC (98.7)	210 S. Main St.	Fond du Lac, WI 54935	Terry Davis	920-924-9697	No	
Radio - Charter often advertises via paid radio endorsers on local stations which include Martini Media stations: WBJZ (B104.7)	3911 S Washburn	Oshkosh, WI 54904	Marty Schibbelhut	920-933-0537	No	
Radio - Charter often advertises via paid radio endorsers on local stations which include Cumulus Broadcasting (WWWX , WPKR)	491 S Washburn St Suite 400	Oshkosh, WI 54904	Jason Davis	920-230-0813	No	

Radio - Charter often advertises via paid radio endorsers on local stations which include Mountain Dog Media (KFIZ)	254 Winnebago Dr.	Fond du Lac, WI 54935	MJ Hart	920-921-1071	No	
Employee Referral					No	
Newspaper - Charter occassionally advertises via paid newspaper ads with Gannett Wisconsin Media	435 E. Walnut St	Green Bay, WI 54301	Hannah Costello	877-925-0233	No	
State of WI DWD	349 N. Peters Ave	Fond du Lac, WI 54935	Deb Warga	920-929-3913	No	
Fond du Lac Job Fair	400 University Dr	Fond du Lac, WI 54935	Debbie Froh	920-921-9500	No	
UW FDL resume review and assistance	400 University Dr	Fond du Lac, WI 54935	Debbie Froh	920-921-9500	No	
Craigslist	1381 9th Ave	San Francisco, CA 94122	www.craigslist.com		No	
Indeed	6433 Champion Grandview Way	Austin, TX 78750	www.indeed.com		No	

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	Fond du Lac Job Fair	4/13/2016	Community job fair
5	UW Fond du Lac Resume Review	4/7/2016	Resume review and assistance to community
6	Participation in job banks, Internet programs, and other programs designed to promote outreach generally	Ongoing	Charter Communications contracts with the Local Job Network (localjobnetwork.com) to email open position daily through their Community and Diversity Outreach program to 2.1 million monthly active and passive job seekers. The outreach focuses on minorities, women, people with disabilities, veterans, historically black colleges and universities, state workforce agencies, and professional/technical groups.
7	Business, Industry and Education Day (Fond du Lac, WI)	10/28/2015	BIE Day is a program of Fond du Lac Works, a division of the Fond du Lac Area Association of Commerce, dedicated to bolstering the Fond du Lac economy through the recruitment, retention and development of a quality workforce.