

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  
12682 - OPS Fond du Lac Cnty WI**

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

Total Number of Full-Time Vacancies Filled During This Period: 24  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 175

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

**FULL-TIME VACANCIES FILLED**

State WI  
FCC Unit 12682 - OPS Fond du Lac Cnty WI

| Req #                | Job Title            | Source            | Number                |          |
|----------------------|----------------------|-------------------|-----------------------|----------|
|                      |                      |                   | Interviewees Referred | Hired    |
| 1504739              | Sup, Warehouse       | Craig's List      | 0                     | 0        |
|                      |                      | Local Job Network | 0                     | 0        |
|                      |                      | Internal          | 4                     | 0        |
|                      |                      | Charter.com       | 0                     | 0        |
|                      |                      | Direct Employers  | 0                     | 0        |
|                      |                      | Referral*         | 1                     | 1        |
|                      |                      | Indeed*           | 2                     | 0        |
|                      | DWD                  | 1                 | 0                     |          |
| <b>1504739 Total</b> |                      |                   | <b>8</b>              | <b>1</b> |
| 1504740              | Warehouse Technician | Local Job Network | 0                     | 0        |
|                      |                      | Internal          | 4                     | 0        |
|                      |                      | Charter.com       | 2                     | 0        |
|                      |                      | Direct Employers  | 0                     | 0        |
|                      |                      | Referral*         | 1                     | 1        |
|                      |                      | Monster*          | 1                     | 0        |
|                      |                      | Indeed*           | 4                     | 0        |
|                      | DWD                  | 2                 | 0                     |          |
| <b>1504740 Total</b> |                      |                   | <b>14</b>             | <b>1</b> |
| 1505054              | Broadband Installer  | Local Job Network | 0                     | 0        |
|                      |                      | TV                | 0                     | 0        |
|                      |                      | Charter.com       | 0                     | 0        |
|                      |                      | Direct Employers  | 0                     | 0        |
|                      |                      | Referral*         | 5                     | 1        |

|                      |                     |                   |           |          |
|----------------------|---------------------|-------------------|-----------|----------|
| 1505054              | Broadband Installer | Tech Connect      | 0         | 0        |
|                      |                     | Indeed*           | 1         | 0        |
|                      |                     | DWD               | 0         | 0        |
| <b>1505054 Total</b> |                     |                   | <b>6</b>  | <b>1</b> |
| 1602398              | Broadband Installer | Local Job Network | 0         | 0        |
|                      |                     | TV                | 0         | 0        |
|                      |                     | Internal          | 1         | 0        |
|                      |                     | Charter.com       | 2         | 1        |
|                      |                     | Direct Employers  | 0         | 0        |
|                      |                     | Referral*         | 1         | 0        |
|                      |                     | Tech Connect      | 0         | 0        |
|                      |                     | Indeed*           | 2         | 1        |
|                      |                     | DWD               | 0         | 0        |
|                      |                     | Google*           | 2         | 0        |
|                      |                     | Bill Message      | 0         | 0        |
| <b>1602398 Total</b> |                     |                   | <b>8</b>  | <b>2</b> |
| 1604031              | Broadband Installer | Local Job Network | 0         | 0        |
|                      |                     | Charter.com       | 0         | 0        |
|                      |                     | Direct Employers  | 0         | 0        |
|                      |                     | Referral*         | 2         | 1        |
|                      |                     | Monster*          | 1         | 0        |
|                      |                     | Tech Connect      | 0         | 0        |
|                      |                     | Indeed*           | 1         | 0        |
|                      |                     | DWD               | 1         | 0        |
|                      |                     | Digital Ads       | 0         | 0        |
| <b>1604031 Total</b> |                     |                   | <b>5</b>  | <b>1</b> |
| 1506271              | Dispatcher I        | Local Job Network | 0         | 0        |
|                      |                     | Internal          | 7         | 1        |
|                      |                     | Charter.com       | 0         | 0        |
|                      |                     | Direct Employers  | 0         | 0        |
| <b>1506271 Total</b> |                     |                   | <b>7</b>  | <b>1</b> |
| 1506931              | Dispatcher I        | Local Job Network | 0         | 0        |
|                      |                     | Internal          | 10        | 2        |
|                      |                     | Charter.com       | 0         | 0        |
|                      |                     | Direct Employers  | 0         | 0        |
| <b>1506931 Total</b> |                     |                   | <b>10</b> | <b>2</b> |
| 1603744              | Dispatcher I        | Local Job Network | 0         | 0        |
|                      |                     | Internal          | 3         | 1        |
|                      |                     | Charter.com       | 0         | 0        |
|                      |                     | Direct Employers  | 0         | 0        |
| <b>1603744 Total</b> |                     |                   | <b>3</b>  | <b>1</b> |
| 1504558              | Field Auditor       | Craig's List      | 1         | 1        |
|                      |                     | Local Job Network | 0         | 0        |
|                      |                     | Charter.com       | 0         | 0        |
|                      |                     | Direct Employers  | 0         | 0        |
|                      |                     | Referral*         | 1         | 1        |

|                      |                                |                   |           |          |
|----------------------|--------------------------------|-------------------|-----------|----------|
| 1504558              | Field Auditor                  | Tech Connect      | 0         | 0        |
|                      |                                | DWD               | 0         | 0        |
| <b>1504558 Total</b> |                                |                   | <b>2</b>  | <b>2</b> |
| 1506438              | Technical Service Rep I        | Local Job Network | 0         | 0        |
|                      |                                | Internal          | 11        | 1        |
|                      |                                | Charter.com       | 2         | 0        |
|                      |                                | Direct Employers  | 0         | 0        |
|                      |                                | Google*           | 1         | 0        |
| <b>1506438 Total</b> |                                |                   | <b>14</b> | <b>1</b> |
| 1505687              | Workforce Admin Technical      | Local Job Network | 0         | 0        |
|                      |                                | Internal          | 14        | 1        |
|                      |                                | Charter.com       | 0         | 0        |
|                      |                                | Direct Employers  | 0         | 0        |
| <b>1505687 Total</b> |                                |                   | <b>14</b> | <b>1</b> |
| 1604103              | Workforce Admin Technical      | Local Job Network | 0         | 0        |
|                      |                                | Internal          | 10        | 1        |
|                      |                                | Charter.com       | 0         | 0        |
|                      |                                | Direct Employers  | 0         | 0        |
| <b>1604103 Total</b> |                                |                   | <b>10</b> | <b>1</b> |
| 1505416              | Workforce Mgmt Technical Coord | Local Job Network | 0         | 0        |
|                      |                                | Internal          | 7         | 1        |
|                      |                                | Charter.com       | 0         | 0        |
|                      |                                | Direct Employers  | 0         | 0        |
| <b>1505416 Total</b> |                                |                   | <b>7</b>  | <b>1</b> |
| 1506691              | Workforce Mgmt Technical Coord | Local Job Network | 1         | 0        |
|                      |                                | Internal          | 6         | 1        |
|                      |                                | Charter.com       | 5         | 0        |
|                      |                                | Direct Employers  | 0         | 0        |
|                      |                                | Referral*         | 2         | 0        |
|                      |                                | Radio*            | 1         | 0        |
|                      |                                | Indeed*           | 4         | 0        |
|                      |                                | DWD               | 1         | 0        |
| <b>1506691 Total</b> |                                |                   | <b>20</b> | <b>1</b> |
| 1602646              | Workforce Mgmt Technical Coord | Local Job Network | 0         | 0        |
|                      |                                | Internal          | 9         | 1        |
|                      |                                | Charter.com       | 0         | 0        |
|                      |                                | Direct Employers  | 0         | 0        |
| <b>1602646 Total</b> |                                |                   | <b>9</b>  | <b>1</b> |
| 1604772              | Workforce Mgmt Technical Coord | Local Job Network | 0         | 0        |
|                      |                                | Internal          | 17        | 1        |
|                      |                                | Charter.com       | 0         | 0        |
|                      |                                | Direct Employers  | 0         | 0        |
| <b>1604772 Total</b> |                                |                   | <b>17</b> | <b>1</b> |
| 1503351              | Broadband Installer            | Craig's List      | 1         | 0        |
|                      |                                | Local Job Network | 1         | 0        |
|                      |                                | Internal          | 1         | 1        |

|                      |                     |                   |           |          |
|----------------------|---------------------|-------------------|-----------|----------|
| 1503351              | Broadband Installer | Charter.com       | 2         | 1        |
|                      |                     | Direct Employers  | 0         | 0        |
|                      |                     | Referral*         | 3         | 1        |
|                      |                     | Radio*            | 1         | 0        |
|                      |                     | Monster*          | 2         | 0        |
|                      |                     | Tech Connect      | 1         | 0        |
|                      |                     | DWD               | 0         | 0        |
| <b>1503351 Total</b> |                     |                   | <b>12</b> | <b>3</b> |
| 1506689              | Broadband Installer | Local Job Network | 0         | 0        |
|                      |                     | Charter.com       | 1         | 0        |
|                      |                     | Direct Employers  | 0         | 0        |
|                      |                     | Monster*          | 1         | 0        |
|                      |                     | Indeed*           | 2         | 1        |
| <b>1506689 Total</b> |                     |                   | <b>4</b>  | <b>1</b> |
| 1601677              | Broadband Installer | Local Job Network | 0         | 0        |
|                      |                     | Internal          | 2         | 0        |
|                      |                     | Charter.com       | 0         | 0        |
|                      |                     | Direct Employers  | 0         | 0        |
|                      |                     | Referral*         | 2         | 1        |
|                      |                     | Google*           | 1         | 0        |
|                      |                     | Digital Ads       | 0         | 0        |
| <b>1601677 Total</b> |                     |                   | <b>5</b>  | <b>1</b> |
| Grand Total          |                     |                   | 175       | 24       |

**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> |
|-------------------------------------|------------------------------|-------------------------|--------------------------|-------------------------|----------------------------------|----------------------------------|
| Charter - Bill Message              | 12405 Powerscourt Dr.        | St. Louis, MO 63131     | Donna Mofield            | 573-614-4180            | No                               | 0                                |
| Charter - TV Ads                    | 400 Atlantic St              | Stamford, CT 06901      | Darren Sloop             | 203-705-5533            | No                               | 0                                |
| Charter.com                         | 12405 Powerscourt Dr.        | St. Louis, MO 63131     | charter.com/careers      | 314-965-0555            | No                               | 14                               |
| Craig's List                        | 1381 9th Ave.                | San Francisco, CA 94122 | craigslist.org           | 415-566-6394            | No                               | 2                                |
| Direct Employers                    | 9002 N. Purdue Rd., Ste. 100 | Indianapolis, IN 42628  | directemployers.org      | 317-874-9000            | No                               | 0                                |
| DWD - State of WI                   | 201 E Washington Ave.        | Madison, WI 53703       | dwd.wisconsin.gov        | 608-266-3131            | No                               | 5                                |
| Google*                             | see below                    | see below               | see below                | n/a                     | No                               | 4                                |
| Indeed*                             | see below                    | see below               | see below                | n/a                     | No                               | 16                               |
| Internal Career Site                | 12405 Powerscourt Dr.        | St. Louis, MO 63131     | n/a                      | 314-965-0555            | Yes                              | 106                              |
| Local Job Network                   | 1000 N. Water St.            | Milwaukee, WI 53202     | wisconsinjobnetwork.com  | 800-984-3775            | No                               | 2                                |
| Monster*                            | see below                    | see below               | see below                | n/a                     | No                               | 5                                |
| Radio*                              | see below                    | see below               | see below                | n/a                     | No                               | 2                                |
| RecruitMilitary                     | 422 West Loveland Ave.       | Loveland, OH 45140      | recruitmilitary.com      | 513-683-5020            | No                               | 0                                |
| Referral*                           | see below                    | see below               | see below                | n/a                     | No                               | 18                               |
| Spectrum Reach - Digital Ads Online | 1241 John Q Hammons Dr.      | Madison, WI 53717       | Megan McGowan            | 608-826-1510            | No                               | 0                                |
| WI Tech Connect                     | 1701 Wright St.              | Madison, WI 53704       | wisconsintechconnect.com | 800-322-6282            | No                               | 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. |
| 4 | Dane County Job Fair                             | 9/15/2015 | Attended career fair in Madison and highlighted open position in Wisconsin including Fond du Lac County.  |
| 5 | MATC Career Fair                                 | 4/26/2016 | Charter Rep in commons of Madison Area Technical College to talk about career opportunities in Wisconsin including Fond du Lac County.  |
| 6 | Fond du Lac Career Fair                          | 4/13/2016 | Attended career fair in Fond du Lac and highlighted open position in Wisconsin including Fond du Lac County.  |

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  
12682 - OPS Fond du Lac Cnty WI**

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

Total Number of Full-Time Vacancies Filled During This Period: 2  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 25

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

**FULL-TIME VACANCIES FILLED**

State WI  
FCC Unit 12682 - OPS Fond du Lac Cnty WI

| Req #                | Job Title       | Source           | Number                |          |
|----------------------|-----------------|------------------|-----------------------|----------|
|                      |                 |                  | Interviewees Referred | Hired    |
| 1602683              | Store Associate | Charter.com      | 15                    | 1        |
|                      |                 | Direct Employers | 0                     | 0        |
|                      |                 | Referral*        | 1                     | 0        |
| <b>1602683 Total</b> |                 |                  | <b>16</b>             | <b>1</b> |
| 1604522              | Sup, Store      | Indeed           | 1                     | 0        |
|                      |                 | Charter.com      | 8                     | 1        |
|                      |                 | Direct Employers | 0                     | 0        |
| <b>1604522 Total</b> |                 |                  | <b>9</b>              | <b>1</b> |
| Grand Total          |                 |                  | 25                    | 2        |

### 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                        | 23                        |
| 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*                    |                                   |                         |                     |                  |                           | 1                         |
| Employee Referral          |                                   |                         |                     |                  |                           | 1                         |

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**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.  |
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| 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 <b>Store Specialist</b> , 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. |