

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 12683 - OPS Dane Cnty WI

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

Total Number of Full-Time Vacancies Filled During This Period: 49  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 161

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

### FULL-TIME VACANCIES FILLED

State WI  
FCC Unit 12683 - OPS Dane Cnty WI

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1506543	Administrative Assistant II	Local Job Network	0	0
		Internal	1	1
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	0
<b>1506543 Total</b>			<b>3</b>	<b>1</b>
1603059	Mgr, Regl Training Delivery	LinkedIn	1	1
		Internal	4	0
		Charter.com	1	0
		Direct Employers	0	0
		Indeed*	1	0
<b>1603059 Total</b>			<b>7</b>	<b>1</b>
1603971	Sr Dir, Regl Business Planning	Local Job Network	0	0
		Internal	1	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	1
<b>1603971 Total</b>			<b>2</b>	<b>1</b>
1506542	Warehouse Technician	Local Job Network	1	0
		Direct Employers	0	0
		Referral*	2	1
		Indeed*	2	0
<b>1506542 Total</b>			<b>5</b>	<b>1</b>

1506617	Warehouse Technician	Local Job Network	1	0
		Charter.com	0	0
		Direct Employers	0	0
		Indeed*	1	1
<b>1506617 Total</b>			<b>2</b>	<b>1</b>
1507252	Warehouse Technician	Local Job Network	1	0
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	2	0
		Indeed*	3	1
		DWD	2	0
<b>1507252 Total</b>			<b>8</b>	<b>1</b>
1604112	Warehouse Technician	Local Job Network	0	0
		Charter.com	3	1
		Direct Employers	0	0
		Referral*	1	0
<b>1604112 Total</b>			<b>4</b>	<b>1</b>
1504457	Broadband Installer	Craig's List	2	1
		Local Job Network	1	0
		Internal	2	0
		TV Ad	1	0
		Charter.com	19	8
		Direct Employers	0	0
		Referral*	16	8
		Indeed*	4	1
		Google*	4	1
		DWD	0	0
		Digital Ads	0	0
		Tech Connect	0	0
		Bill Message	0	0
<b>1504457 Total</b>			<b>49</b>	<b>19</b>
1507352	Broadband Installer	Craig's List	1	0
		Local Job Network	2	1
		TV Ad	0	0
		Charter.com	7	5
		Direct Employers	0	0
		Referral*	9	5
		Indeed*	3	2
		Google*	4	1
		DWD	0	0
		Digital Ads	0	0
		Tech Connect	0	0
		Bill Message	0	0
<b>1507352 Total</b>			<b>26</b>	<b>14</b>
1505686	Field Auditor	Craig's List	1	0
		Local Job Network	0	0

1505686	Field Auditor	Charter.com	1	0
		Direct Employers	0	0
		Referral*	3	1
<b>1505686 Total</b>			<b>5</b>	<b>1</b>
1505248	Financial Analyst II	Craig's List	1	0
		Local Job Network	0	0
		Internal	1	0
		Charter.com	3	0
		Direct Employers	0	0
		Referral*	3	1
		Indeed*	2	0
		DWD	1	0
		Tech Connect	0	0
<b>1505248 Total</b>			<b>11</b>	<b>1</b>
1601340	HR Coordinator II	Internal	2	1
		Charter.com	0	0
		Direct Employers	0	0
		Indeed*	3	0
<b>1601340 Total</b>			<b>5</b>	<b>1</b>
1603377	HR Coordinator II	Local Job Network	0	0
		Charter.com	1	1
		Direct Employers	0	0
		Indeed*	5	0
<b>1603377 Total</b>			<b>6</b>	<b>1</b>
1506571	Purchasing Coordinator	Craig's List	0	0
		LinkedIn	1	1
		Local Job Network	0	0
		Charter.com	0	0
		Direct Employers	0	0
		DWD	0	0
		Monster*	1	0
		Tech Connect	0	0
<b>1506571 Total</b>			<b>2</b>	<b>1</b>
1603254	Purchasing Coordinator	Local Job Network	0	0
		Internal	1	1
		Charter.com	1	0
		Direct Employers	0	0
<b>1603254 Total</b>			<b>2</b>	<b>1</b>
1504438	Sup, Technical Service	Internal	8	1
		TV Ad	0	0
		Charter.com	0	0
		Direct Employers	0	0
		Digital Ads	0	0
<b>1504438 Total</b>			<b>8</b>	<b>1</b>
1602277	Sup, Technical Service	Local Job Network	0	0
		Internal	16	2

1602277	Sup, Technical Service	Charter.com	0	0
		Direct Employers	0	0
<b>1602277 Total</b>			<b>16</b>	<b>2</b>
Grand Total			161	49

**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	1
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	37
Craig's List	1381 9th Ave.	San Francisco, CA 94122	craigslist.org	415-566-6394	No	5
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	3
Google*	see below	see below	see below	n/a	No	8
Indeed*	see below	see below	see below	n/a	No	24
Internal Career Site	12405 Powerscourt Dr.	St. Louis, MO 63131	n/a	314-965-0555	Yes	36
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	2
Local Job Network	1000 N. Water St.	Milwaukee, WI 53202	wisconsinjobnetwork.com	800-984-3775	No	6
Monster*	see below	see below	see below	n/a	No	1
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	38
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	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	Dane County Job Fair	9/15/2015 3/1/16	Attended career fair in Madison, WI and highlighted open positions across Wisconsin including Dane County.
5	High School Mailing	12/9/2015	Letter to sent to high school guidance counselors to highlight tech jobs in Dane County.
6	MATC Career Table	2/13/2016 4/26/16	Attended career fair at MATC and highlighted open positions across Wisconsin including Dane County.

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## 2016 FCC EEO Public File Report for Charter Communications 12683 - OPS Dane Cnty WI

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

Total Number of Full-Time Vacancies Filled During This Period: 29  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 75

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

### FULL-TIME VACANCIES FILLED

State WI  
FCC Unit 12683 - OPS Dane Cnty WI

Req #	Job Title	Source	Number	
			Interviewees Referred	Hired
1601454	Store Lead	Charter.com	2	1
		Direct Employers	0	0
<b>1601454 Total</b>			<b>2</b>	<b>1</b>
1603692	Business Account Executive	LinkedIn	1	1
		Direct Employers	0	0
<b>1603692 Total</b>			<b>1</b>	<b>1</b>
1504652	Dir, Regional Marketing	LinkedIn	1	1
		Direct Employers	0	0
<b>1504652 Total</b>			<b>1</b>	<b>1</b>
1506675	Mgr, Regional Marketing	Indeed	2	0
		LinkedIn	1	0
		Direct Employers	0	0
		WI Jobs	1	1
<b>1506675 Total</b>			<b>4</b>	<b>1</b>
1504533	Store Associate	Indeed	1	1
		Charter.com	4	1
		Direct Employers	0	0
		Referral*	1	0
		WI Jobs	1	0
<b>1504533 Total</b>			<b>7</b>	<b>2</b>
1602203	Store Associate	Indeed	4	0
		Direct Employers	0	0
		Referral*	1	0



1602203	Store Associate	WI Jobs	1	1
<b>1602203 Total</b>			<b>6</b>	<b>1</b>
1604178	Store Associate	Charter.com	1	1
		Direct Employers	0	0
<b>1604178 Total</b>			<b>1</b>	<b>1</b>
1602608	Acct. Exec., Spec Comm Sol	Indeed	1	0
		Charter.com	1	1
		Direct Employers	0	0
<b>1602608 Total</b>			<b>2</b>	<b>1</b>
1505838	Business Account Executive	Charter.com	1	0
		Direct Employers	0	0
		Referral*	2	2
<b>1505838 Total</b>			<b>3</b>	<b>2</b>
1506127	Business Account Executive	GlassDoor	1	0
		Charter.com	1	1
		Direct Employers	0	0
<b>1506127 Total</b>			<b>2</b>	<b>1</b>
1602082	Business Account Executive	Indeed	1	0
		LinkedIn	1	1
		Charter.com	1	1
		Direct Employers	0	0
		Referral*	1	1
<b>1602082 Total</b>			<b>4</b>	<b>3</b>
1504778	Direct Sales Rep	Indeed	1	0
		LinkedIn	1	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	2	1
		WI Jobs	1	0
<b>1504778 Total</b>			<b>6</b>	<b>1</b>
1505178	Direct Sales Rep	LinkedIn	2	1
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	0
<b>1505178 Total</b>			<b>4</b>	<b>1</b>
1506973	Direct Sales Rep	Indeed	2	0
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	1	1
<b>1506973 Total</b>			<b>4</b>	<b>1</b>
1507172	Direct Sales Rep	Indeed	1	0
		Direct Employers	0	0
		Referral*	1	1
		WI Jobs	1	0
<b>1507172 Total</b>			<b>3</b>	<b>1</b>
1507401	Direct Sales Rep	Indeed	1	0

1507401	Direct Sales Rep	Charter.com	1	1
		Direct Employers	0	0
<b>1507401 Total</b>			<b>2</b>	<b>1</b>
1601485	Direct Sales Rep	Charter.com	2	1
		Direct Employers	0	0
		Referral*	1	0
		WI Jobs	1	1
<b>1601485 Total</b>			<b>4</b>	<b>2</b>
1602402	Direct Sales Rep	Charter.com	1	1
		Direct Employers	0	0
<b>1602402 Total</b>			<b>1</b>	<b>1</b>
1603799	Direct Sales Rep	Charter.com	2	0
		Direct Employers	0	0
		Referral*	1	1
<b>1603799 Total</b>			<b>3</b>	<b>1</b>
1604177	Direct Sales Rep	Indeed	1	0
		Charter.com	1	1
		Direct Employers	0	0
<b>1604177 Total</b>			<b>2</b>	<b>1</b>
1604115	Sr Dir, Regional Direct Sales	Indeed	1	0
		Charter.com	5	0
		Direct Employers	0	0
		Referral*	1	1
<b>1604115 Total</b>			<b>7</b>	<b>1</b>
1601947	Store Associate	Charter.com	1	1
		Direct Employers	0	0
<b>1601947 Total</b>			<b>1</b>	<b>1</b>
1603886	Store Associate	Indeed	3	0
		Direct Employers	0	0
		Referral*	1	1
<b>1603886 Total</b>			<b>4</b>	<b>1</b>
1505931	Sup, Direct Sales I-SFU	Charter.com	1	1
		Direct Employers	0	0
<b>1505931 Total</b>			<b>1</b>	<b>1</b>
<b>Grand Total</b>			<b>75</b>	<b>29</b>

**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	0
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	28
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	7
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	1
Indeed*						19
WI Works						6
Employee Referral						14

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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.

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## 2016 FCC EEO Public File Report for Charter Communications 12683 - OPS Dane Cnty WI

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

Total Number of Full-Time Vacancies Filled During This Period: 40  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 142

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

### FULL-TIME VACANCIES FILLED

State WI  
FCC Unit 12683 - OPS Dane Cnty WI

Req #	Job Title	Source	Interviewees Referred	Number Hired
1506058	DNT Network Engineer I	Intranet	1	0
		Internal	1	1
		Multichannel News	0	0
		Charter.com	1	0
		jobsinmadison.com*	1	0
		Monster*	1	0
		LinkedIn*	1	0
		RecruitMilitary.com	0	0
	Cable Fax	0	0	
<b>1506058 Total</b>			<b>6</b>	<b>1</b>
1504376	DNT Network Engineer I	Multichannel News	0	0
		Charter.com	1	0
		LinkedIn*	1	1
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1504376 Total</b>			<b>2</b>	<b>1</b>
1504377	DNT Network Engineer I	Indeed	1	0
		Internal	1	0
		Multichannel News	0	0
		agency*	1	1
		RecruitMilitary.com	0	0

1504377	DNT Network Engineer I	Cable Fax	0	0
<b>1504377 Total</b>			<b>3</b>	<b>1</b>
1504847	DNT Network Engineer I	Please specify below	1	0
		Internal	3	0
		Multichannel News	0	0
		Referral*	2	1
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1504847 Total</b>			<b>6</b>	<b>1</b>
1505552	DNT Network Engineer I	Internal	2	1
		Multichannel News	0	0
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1505552 Total</b>			<b>2</b>	<b>1</b>
1505553	DNT Network Engineer I	Internal	2	0
		Multichannel News	0	0
		Charter.com	1	0
		Referral*	1	0
		Monster*	1	1
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1505553 Total</b>			<b>5</b>	<b>1</b>
1505743	DNT Network Engineer I	Multichannel News	0	0
		Referral*	1	1
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1505743 Total</b>			<b>1</b>	<b>1</b>
1506060	DNT Network Engineer I	Internal	1	1
		Multichannel News	0	0
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1506060 Total</b>			<b>1</b>	<b>1</b>
1506070	DNT Network Engineer I	Multichannel News	0	0
		Referral*	2	1
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1506070 Total</b>			<b>2</b>	<b>1</b>
1507158	DNT Network Engineer I	Internal	3	1
		Multichannel News	0	0
		Google8	1	0
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1507158 Total</b>			<b>4</b>	<b>1</b>

1507159	DNT Network Engineer I	Internal	4	0
		Multichannel News	0	0
		Referral*	2	1
		LinkedIn8	1	0
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1507159 Total</b>			<b>7</b>	<b>1</b>
1601058	DNT Network Engineer I	Internal	1	1
		Multichannel News	0	0
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1601058 Total</b>			<b>1</b>	<b>1</b>
1601166	DNT Network Engineer I	Multichannel News	0	0
		Google*	1	1
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1601166 Total</b>			<b>1</b>	<b>1</b>
1602342	DNT Network Engineer I	Internal	1	0
		Multichannel News	0	0
		Referral*	1	1
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1602342 Total</b>			<b>2</b>	<b>1</b>
1602348	DNT Network Engineer I	Internal	2	1
		Multichannel News	0	0
		LinkedIn*	2	0
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1602348 Total</b>			<b>4</b>	<b>1</b>
1602350	DNT Network Engineer I	Internal	2	1
		Multichannel News	0	0
		Referral*	2	0
		jobsinmadison.com*	1	0
		GlassDoor*	1	0
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1602350 Total</b>			<b>6</b>	<b>1</b>
1604022	DNT Network Engineer I	Internal	1	1
		Multichannel News	0	0
		LinkedIn*	1	0
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1604022 Total</b>			<b>2</b>	<b>1</b>

1604266	DNT Network Engineer I	Internal	2	1
		Multichannel News	0	0
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1604266 Total</b>			<b>2</b>	<b>1</b>
1504961	DNT Network Engineer II	Internal	8	1
		Multichannel News	0	0
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1504961 Total</b>			<b>8</b>	<b>1</b>
1504963	DNT Network Engineer II	Internal	1	1
		Multichannel News	0	0
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1504963 Total</b>			<b>1</b>	<b>1</b>
1505551	DNT Network Engineer II	Multichannel News	0	0
		Charter.com	1	1
		News Group*	1	0
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1505551 Total</b>			<b>2</b>	<b>1</b>
1602726	DNT Network Engineer II	Internal	2	1
		Multichannel News	0	0
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1602726 Total</b>			<b>2</b>	<b>1</b>
1602741	DNT Network Engineer II	Multichannel News	0	0
		Referral*	1	0
		LinkedIn*	1	1
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1602741 Total</b>			<b>2</b>	<b>1</b>
1603066	DNT Network Engineer II	Multichannel News	0	0
		Charter.com	1	0
		Google*	1	1
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1603066 Total</b>			<b>2</b>	<b>1</b>
1504590	DNT Network Engineer III	Internal	1	1
		Multichannel News	0	0
		Charter.com	1	0
		RecruitMilitary.com	0	0
		Cable Fax	0	0



<b>1504590 Total</b>			<b>2</b>	<b>1</b>
1506588	DNT Network Engineer III	Internal	2	1
		Multichannel News	0	0
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1506588 Total</b>			<b>2</b>	<b>1</b>
1504584	DNT Network Specialist I	Internal	1	0
		Multichannel News	0	0
		Referral*	1	1
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1504584 Total</b>			<b>2</b>	<b>1</b>
1505277	DNT Network Specialist I	Internal	1	0
		Multichannel News	0	0
		Charter.com	1	0
		Referral*	1	1
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1505277 Total</b>			<b>3</b>	<b>1</b>
1601783	DNT Network Specialist I	Multichannel News	0	0
		Charter.com	1	0
		Referral*	2	1
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1601783 Total</b>			<b>3</b>	<b>1</b>
1604138	DNT Network Specialist I	Multichannel News	0	0
		Charter.com	2	1
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1604138 Total</b>			<b>2</b>	<b>1</b>
1601056	Principal Engineer I	Internal	1	1
		Multichannel News	0	0
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1601056 Total</b>			<b>1</b>	<b>1</b>
1506465	ISP Engineer II	Internal	1	0
		Multichannel News	0	0
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1506465 Total</b>			<b>1</b>	<b>0</b>
1505160	Sup, TAC	Multichannel News	0	0
		Referral*	2	1
		RecruitMilitary.com	0	0

1505160	Sup, TAC	Cable Fax	0	0
<b>1505160 Total</b>			<b>2</b>	<b>1</b>
1506977	Sup, TAC	Multichannel News	0	0
		Referral*	1	1
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1506977 Total</b>			<b>1</b>	<b>1</b>
1505278	TAC Network Specialist I	Company Recruiter	1	0
		Internal	2	0
		Multichannel News	0	0
		Charter.com	2	1
		Referral*	2	0
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1505278 Total</b>			<b>7</b>	<b>1</b>
1506094	TAC Network Specialist I	Internal	4	0
		Multichannel News	0	0
		Charter.com	6	1
		Google*	1	0
		Local Job *Network	1	0
		Local Job Network*	2	0
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1506094 Total</b>			<b>14</b>	<b>1</b>
1506864	TAC Network Specialist I	Multichannel News	0	0
		Charter.com	1	1
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1506864 Total</b>			<b>1</b>	<b>1</b>
1602729	TAC Network Specialist I	Internal	3	0
		Multichannel News	0	0
		Charter.com	2	0
		Referral*	1	1
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1602729 Total</b>			<b>6</b>	<b>1</b>
1602730	TAC Network Specialist I	Panorama Featured Job	1	0
		Internal	2	1
		Multichannel News	0	0
		Charter.com	2	0
		Referral*	1	0
		RecruitMilitary.com	0	0
		Cable Fax	0	0

<b>1602730 Total</b>			<b>6</b>	<b>1</b>
1604139	TAC Network Specialist I	Panorama Featured Job	1	0
		Internal	4	0
		Multichannel News	0	0
		Charter.com	2	1
		LinkedIn*	1	0
		Indeed*	1	0
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1604139 Total</b>			<b>9</b>	<b>1</b>
1601906	TAC Network Specialist Lead	Internal	5	1
		Multichannel News	0	0
		Indeed*	1	0
		RecruitMilitary.com	0	0
		Cable Fax	0	0
<b>1601906 Total</b>			<b>6</b>	<b>1</b>
Grand Total			142	40

**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	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	0
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	8
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	1
Multichannel News	28 E 28th Street	New York, NY 10016			No	0
Cable Fax	9211 Corporate Blvd	Rockville, MD 20850			No	0
Indeed						3

\* 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			
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  
12683 - OPS Dane Cnty WI**

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

Total Number of Full-Time Vacancies Filled During This Period: 7  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 39

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

**FULL-TIME VACANCIES FILLED**

State WI  
FCC Unit 12683 - OPS Dane Cnty WI

Req #	Job Title	Source	Interviewees Referred	Number Hired
1505769	Carrier Account Spec Lead	Internal	7	1
		Charter.com	0	0
		Direct Employers	0	0
<b>1505769 Total</b>			<b>7</b>	<b>1</b>
1504662	Carrier Account Specialist	Internal	8	1
		Charter.com	1	0
		Direct Employers	0	0
		Referral*	4	1
<b>1504662 Total</b>			<b>13</b>	<b>2</b>
1506795	Carrier Account Specialist	Internal	13	1
		Charter.com	0	0
		Direct Employers	0	0
		Referral*	1	0
<b>1506795 Total</b>			<b>14</b>	<b>1</b>
1506536	Project Manager	LinkedIn	1	1
		Charter.com	0	0
		Direct Employers	0	0
<b>1506536 Total</b>			<b>1</b>	<b>1</b>
1601740	Project Manager	Internal	1	1
		Charter.com	0	0
		Direct Employers	0	0
<b>1601740 Total</b>			<b>1</b>	<b>1</b>
1505770	Sup, Carrier Sales Operations	Internal	3	1

1505770	Sup, Carrier Sales Operations	Charter.com	0	0
		Direct Employers	0	0
<b>1505770 Total</b>			<b>3</b>	<b>1</b>
Grand Total			39	7

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LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	1
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	0
Referral*						5

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