

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 12699 - OPS Door Cnty WI

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: 9

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

FULL-TIME VACANCIES FILLED

State WI
FCC Unit 12699 - OPS Door Cnty WI

| Req # | Job Title | Source | Interviewees Referred | Number Hired |
|----------------------|---------------------|-------------------|-----------------------|--------------|
| 1505064 | Broadband Installer | Craig's List | 3 | 1 |
| | | Local Job Network | 0 | 0 |
| | | Radio | 0 | 0 |
| | | Newspaper | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Referral* | 3 | 1 |
| | | DWD | 0 | 0 |
| | | Tech Connect | 0 | 0 |
| | | Digital Ads | 0 | 0 |
| | | Bill Message | 0 | 0 |
| | | TV Ads | 0 | 0 |
| 1505064 Total | | | 6 | 2 |
| 1602903 | Broadband Installer | Craig's List | 0 | 0 |
| | | Local Job Network | 0 | 0 |
| | | Internal | 1 | 0 |
| | | Charter.com | 1 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Referral* | 1 | 1 |
| | | DWD | 0 | 0 |
| | | Tech Connect | 0 | 0 |
| Digital Ads | 0 | 0 | | |
| 1602903 Total | | | 3 | 1 |
| Grand Total | | | 9 | 3 |

RECRUITMENT SOURCE LIST

| Name of Recruitment Source | Street Address | City, State, Zip | Contact Person | Telephone Number | Entitled to Notification? | Total Number of Referrals |
|-------------------------------------|-----------------------------------|--------------------------|--------------------------|------------------|---------------------------|---------------------------|
| 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 | 1 |
| Craig's List | 1381 9th Ave. | San Francisco, CA 94122 | craigslist.org | 415-566-6394 | No | 3 |
| 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 | 0 |
| GlassDoor.com | 100 Shoreline Highway, Building A | Mill Valley, CA 94941 | glassdoor.com | 415-275-7645 | No | 0 |
| Internal Career Site | 12405 Powerscourt Dr. | St. Louis, MO 63131 | n/a | 314-965-0555 | Yes | 1 |
| LinkedIn | 2029 Stierlin Court | Mountain View, CA 94043 | linkedin.com | 312-650-7593 | No | 0 |
| Local Job Network | 1000 N. Water St. | Milwaukee, WI 53202 | wisconsinjobnetwork.com | 800-984-3775 | No | 0 |
| Pennisula Pulse - Newspaper Ad | 8142 WI-57 | Baileys Harbor, WI 54202 | Jess Farle | 920-421-2320 | No | 0 |
| RecruitMilitary | 422 West Loveland Ave. | Loveland, OH 45140 | recruitmilitary.com | 513-683-5020 | No | 0 |
| Refferal* | see below | see below | see below | see below | No | 4 |
| Spectrum Reach - Digital Ads Online | 1241 John Q Hammons Drive | Madison, WI 53717 | Megan McGowan | 608-826-1510 | No | 0 |
| WCUB AM 980 - Radio Ads | 1915 Mirro Drive | Manitowoc, WI 54220 | Polly Zelinski | 920-683-6800 | 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 | Attended career fair in Madison, WI and highlighted open positions across Wisconsin including tech positions in Sturgeon Bay, WI. |
| 5 | MATC Career Table | 4/26/2016 | Charter Rep in commons of Madison Area Tech College to talk about career opportunities across Wisconsin including tech positions in Sturgeon Bay, WI. |