

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  
11027 - OPS Campbell Cnty WY**

*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: 16

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

**FULL-TIME VACANCIES FILLED**

State            WY  
FCC Unit        11027 - OPS Campbell Cnty WY

| Req #                | Job Title               | Source                    | Interviewees Referred b | Number Hired |
|----------------------|-------------------------|---------------------------|-------------------------|--------------|
| 1505119              | Broadband Installer     | Charter.com               | 3                       | 2            |
|                      |                         | Direct Employers          | 0                       | 0            |
|                      |                         | Indeed*                   | 3                       | 2            |
|                      |                         | Google*                   | 3                       | 1            |
|                      |                         | Wyoming Workforce Center* | 4                       | 0            |
| <b>1505119 Total</b> |                         |                           | <b>13</b>               | <b>5</b>     |
| 1506202              | Broadband Technician Sr | Internal                  | 2                       | 2            |
|                      |                         | Charter.com               | 0                       | 0            |
|                      |                         | Direct Employers          | 0                       | 0            |
| <b>1506202 Total</b> |                         |                           | <b>2</b>                | <b>2</b>     |
| 1602047              | Broadband Technician Sr | Internal                  | 1                       | 1            |
|                      |                         | Charter.com               | 0                       | 0            |
|                      |                         | Direct Employers          | 0                       | 0            |
| <b>1602047 Total</b> |                         |                           | <b>1</b>                | <b>1</b>     |
| <b>Grand Total</b>   |                         |                           | <b>16</b>               | <b>8</b>     |

## 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                        | 3                         |
| Google*                    |                              |                        | google.com          |                  | No                        | 3                         |
| Indeed*                    |                              |                        | indeed.com          |                  | No                        | 3                         |
| Wyoming Workforce*         |                              |                        | Wyo.gov             |                  | No                        | 4                         |
| Internal*                  |                              |                        |                     |                  |                           | 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 | Employee Referral Program                        | Ongoing | Employees who refer a qualified candidate that is hired and meets the timeline requirement of employment can potentially receive a \$300 referral bonus.  |
| 5 | Training Programs for Technicians                | Ongoing | Charter Communications has a career path program for Broadband Technicians 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 impact their own career progression and wages.   |

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*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: 13

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**FULL-TIME VACANCIES FILLED**

State WY  
FCC Unit 11027 - OPS Campbell Cnty WY

| Req #                | Job Title        | Source           | Interviewees Referred | Number   |
|----------------------|------------------|------------------|-----------------------|----------|
|                      |                  |                  |                       | Hired    |
| 1502158              | Direct Sales Rep | Indeed           | 1                     | 1        |
|                      |                  | Monster          | 1                     | 0        |
|                      |                  | Charter.com      | 1                     | 1        |
|                      |                  | Wyoming At Work  | 1                     | 1        |
|                      |                  | Direct Employers | 0                     | 0        |
|                      |                  | Referral*        | 1                     | 1        |
|                      |                  | Charter TV       | 1                     | 0        |
| <b>1502158 Total</b> |                  |                  | <b>6</b>              | <b>4</b> |
| 1505665              | Direct Sales Rep | Indeed           | 4                     | 2        |
|                      |                  | Charter.com      | 1                     | 0        |
|                      |                  | Wyoming At Work  | 1                     | 0        |
|                      |                  | Direct Employers | 0                     | 0        |
| <b>1505665 Total</b> |                  |                  | <b>6</b>              | <b>2</b> |
| 1604223              | Direct Sales Rep | Indeed           | 1                     | 1        |
|                      |                  | Direct Employers | 0                     | 0        |
| <b>1604223 Total</b> |                  |                  | <b>1</b>              | <b>1</b> |
| <b>Grand Total</b>   |                  |                  | <b>13</b>             | <b>7</b> |

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| 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                         |
| Charter TV                 |                                   |                         |                     |                  |                           | 1                         |
| Indeed*                    |                                   |                         |                     |                  |                           | 6                         |
| CareerBuilder*             |                                   |                         |                     |                  |                           | 0                         |
| Monster*                   |                                   |                         |                     |                  |                           | 1                         |
| Google*                    |                                   |                         |                     |                  |                           | 0                         |
| Employee Referral          |                                   |                         |                     |                  |                           | 1                         |
| wyomingatwork.com          |                                   |                         |                     |                  |                           | 2                         |

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