

2021 FCC Unit Structure

FCC Unit: 13555 Western Florida

Address	City	State	Postal Zip Code
10357 SE Highway 441/27	Belleview	FL	34420
240 Highway 97	Cantonment	FL	32533
94 Walton Road	Defuniak Springs	FL	32433
336 E. College Ave	Tallahassee	FL	32310

Federal Communications Commission Washington, D.C. 20554 FCC 396-C	OMB 3060-1033 September 2003 Multi-Channel Video Program Distributor EEO Program Annual Report Read INSTRUCTIONS Before Filling Out Form	FOR FCC USE ONLY FOR COMMISSION USE ONLY FILE NO. -
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SECTION I IDENTIFYING INFORMATION

A. Name of Operator:

TIME WARNER CABLE

MSO Name:

CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address

7910 CRESCENT EXECUTIVE DRIVE

City

CHARLOTTE

State

NC

Zip Code

28217-

E-Mail Address (if available)

JENNIFER.GOAD@CHARTER.COM

FCC Registration Number:

Emp. Unit ID # 13555

Application Purpose☒ New Program Report☐ Amendment to Program Report☐ Supplemental Investigation Sheet (SIS) Attached

C. County and State in which unit's employment office is located

PINELLAS, FL

D. Category of Respondent (check applicable box)

☐ Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V☒ Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached

E. Pay Period Covered by this Report (inclusive dates) 7/1/2020-6/30/2021

F. Attachments: (See "Exhibit" buttons, below.)

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit

Ident No.	Name of Community	Location (State)	Type
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Review the list of communities served on the previous year's submission and attach as Exhibit A any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS. [Exhibit 1]

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

Check YES or NO to each of the following questions. If answer to any question below is NO, attach as Exhibit B an explanation. [Exhibit 2]

1.	Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule, 47 C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	<input checked="" type="radio"/> Yes <input type="radio"/> No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	<input checked="" type="radio"/> Yes <input type="radio"/> No
3.	Do you contact organizations, media, educational institutions, and other potential sources of applicants for referrals whenever job vacancies are available in your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	<input checked="" type="radio"/> Yes <input type="radio"/> No
5.	To the extent possible, do you seek out entrepreneurs in a nondiscriminatory manner and encourage them to conduct business with all parts of your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
6.	Do you analyze the results of your efforts to recruit, hire, promote, and use services in a nondiscriminatory manner and use these results to evaluate and improve your EEO program?	<input checked="" type="radio"/> Yes <input type="radio"/> No
7.	Do you define the responsibility of each level of management to ensure a positive application and vigorous enforcement of your policy of equal employment opportunity and maintain a procedure to review and control managerial and supervisory performance?	<input checked="" type="radio"/> Yes <input type="radio"/> No
8.	Do you conduct a continuing program to exclude every form of prejudice or discrimination based upon race, color, religion, national origin, age, or sex from your personnel policies and practices and working conditions?	<input checked="" type="radio"/> Yes <input type="radio"/> No
9.	Do you conduct a continuing review of job structure and employment practices and maintain positive recruitment training, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility?	<input checked="" type="radio"/> Yes <input type="radio"/> No

SECTION IV ADDITIONAL INFORMATION

You may provide as Exhibit C any additional information that you believe might be useful in evaluating your efforts to comply with the Commission's EEO provisions. There is no requirement to provide additional data or information.

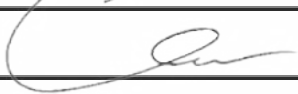
[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

- A. By the individual owning the reporting system if individually owned;
- B. By a partner, if a partnership; or
- C. By an officer, if a corporation or association.

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed 	Title GVP, LABOR & EMPLOYEE RELATIONS
Date 9/28/2021	Name of Respondent KEVIN SMITH
Telephone No. (include area code) 2037054832	

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

Exhibits

2020-2021 Recruitment Initiatives

FCC Unit: 13555 Western Florida

1. #2 – Hosting at least one job fair.

Customer Service Brazen Job Fair

- May 10, 2021
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 100 attendees

2. #14 - Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Workplace Expectations: Equal Employment Opportunity Requirements for Leaders and Human Resources

Are you a Leader involved in hiring or promotion decisions? Or, are you a Human Resources professional responsible for addressing Equal Employment Opportunity (EEO) requirements? By welcoming and leveraging differences, we all help build a stronger Charter. Your expertise with Charter's EEO Policy and your adherence to Federal requirements ensures all qualified individuals have equal opportunities in employment at Charter. This course will help you identify federal EEO requirements. In addition, you will learn about affirmative action plans and the role you play in applying Charter's EEO Policy relative to these topics. This required course is assigned at new hire and reassigned annually for Leaders and Human Resources employees.

2021 FCC Outreach Sources

FCC Unit: 13555 Western Florida

Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip
Agency for Workforce Innovation	shawn.forehand@flaawi.com	850-245-7424	107 East Madison Street	Tallahassee	FL	32399
CareerSource Escarosa	gnelson@careersourceescarosa.com	850-983-5325	5723 U.S. 90	Milton	FL	32583
CareerSource Escarosa	jboone@escarosa.org	850-983-5325	5723 U.S. 90	Milton	FL	32583
CareerSource Escarosa	pstallworth@escarosa.org	850-983-5325	5723 U.S. 90	Milton	FL	32583
CareerSource Okaloosa Walton	tcowan@careersourceow.com	(850) 833-7587	409 Racetrack Road Northeast	Fort Walton Beach	FL	32547
Division of Vocational Rehabilitation - Pensacola Unit 01C	Carol.Archie@vr.fldoe.org	850-471-6950	600 University Office Boulevard	Pensacola	FL	32504
Division of Vocational Rehabilitation - Pensacola Unit 01C	tawana.gilbert@vr.fldoe.org	(850) 471-6950	600 University Office Boulevard	Pensacola	FL	32504
ESGR - Employer Support of the Guard and Reserve - St. Augustine	douglas.h.corbett@us.army.mil	(904) 823-0336	82 Marine Street	St. Augustine	FL	32084
Mobile Vet Center	robert.cummings2@va.gov	251-478-5906	3221 Springhill Avenue Building 2, Suite C	Mobile	AL	36607
Muhlenberg Job Corps Center	hancock.brian@jobcorps.org	(270) 338-5460	3875 State Route Hwy 181 North	Greenville	KY	42345
Muhlenberg Job Corps Center	shepherd.mark@jobcorps.org	(270) 338-5460	3875 State Route Hwy 181 North	Greenville	KY	42345
Pensacola Vet Center	ronald.inere@va.gov	850-456-5886	4504 Twin Oaks Drive	Pensacola	FL	32506
Poarch Band of Creek Indians	lmilliken@pci-nsn.gov	(251) 368-9136	ROUTE 3 BOX 243-A	Atmore	AL	36502
Soldier for Life Transition Assistance Program - Fort Rucker	bryan.tharpe@us.army.mil		Novosel Street	Fort Rucker	AL	36362
Wounded Warrior Project	llamon@woundedwarriorproject.org	(904) 405-1327	4899 Belfort Road	Jacksonville	FL	32256
WTS - South Florida Chapter	kkiselewski@citiesthatwork.com		3674 Lakeview Boulevard	Delray Beach	FL	33445

2021 FCC Source Evaluation Report

FCC Unit: 13555 Western Florida

Source	Applicant Count	Interview Count	Hire Count
Internet - Indeed	8	7	6
Referral - Employee Referral	2	1	2
Referral - Manager Referral	2	2	2
Website - External Career Site	56	17	1
Total	68	27	11

2021 FCC Source Report

FCC Unit: 13555 Western Florida

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
271165BR	Field Technician II	Internet - Indeed	6	6	4
		Referral - Employee Referral	1	1	1
		Website - External Career Site	15	11	0
271687BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	15	11	1
273253BR	Field Technician II	Internet - Indeed	1	0	1
		Website - External Career Site	6	2	0
274312BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	12	4	0
277403BR	Field Technician II	Referral - Manager Referral	2	2	2
		Website - External Career Site	8	2	0