

2024 FCC Unit Structure

13534 Hawaii

Address	City	State	Zip
111 East Puainako Street	Hilo	HI	96720
1257 Kilauea Ave	Hilo	HI	96720
548 Kanoelehua Ave	Hilo	HI	96720
558 Kanoelehua Avenue	Hilo	HI	96720
1111 Hoawa Lane	Honolulu	HI	96826
1416 Hart Street	Honolulu	HI	96817
1450 Ala Moana Blvd	Honolulu	HI	96814
1620 N. School St.	Honolulu	HI	96817
2826 Kaihikapu St	Honolulu	HI	96819
3562 Alohea Avenue	Honolulu	HI	96816
745 Fort Street	Honolulu	HI	96813
851 Queen Street	Honolulu	HI	96813
8910 Kalanianaʻole Hwy	Honolulu	HI	96825
158 Maa St	Kahului	HI	96732
58 Hoʻokele Street	Kahului	HI	96732
73-4876 Kanalani St	Kailua Kona	HI	96740
74-5450 Makala Blvd	Kailua Kona	HI	96740
4114 Papalina Rd	Kalaheo	HI	96741
67-1185 Mamalahoa Highway	Kamuela	HI	96743
46-056 Kamehameha Highway	Kaneohe	HI	96744
4450 Kapolei Pkwy	Kapolei	HI	96707
91-402 Farrington Hwy	Kapolei	HI	96707
91-542 Komohana Street	Kapolei	HI	96707
100 Ulili St	Kaunakakai	HI	96748
123 Kio Loop	Kihei	HI	96753
291 Piikea Ave	Kihei	HI	96753
325 Keawe Street	Lahaina	HI	96761
338 Eighth Street	Lanai City	HI	96763
2956 Aukele St.	Lihue	HI	96766
3-2600 Kaumualii Hwy	Lihue	HI	96766
3-3590 Kuhio Highway	Lihue	HI	96766
151 Palii Street	Mililani	HI	96789
200 Akamainui St	Mililani	HI	96789
95-1249 Meheula Pkwy	Mililani	HI	96789
1000 W Kamehameha Hwy	Pearl City	HI	96782
707 Puu Kala Street	Pearl City	HI	96782
41-1510 Kalanianaʻole Highway	Waimanalo	HI	96795



EEO Form 396-C

File No.: CBL0016793

Filing Status: **Ready for Review**

13534

Amend

Print

Reference Copy
OMB Control
No. 3060-1033

General Information

FCC Registration Number (FRN)

0028917441

Filing Year

2024

Employment Unit ID (EUID)

13534

Section I - Identifying Information

Has the identifying information associated with this EUID changed?

No

Operator Legal Name

Charter Communications

Operator Address 1

7800 Crescent Executive Dr

Operator City

CHARLOTTE

Operator state

NC

Operator Zip Code

28217

State of Employment Office

HI

County of Employment Office

Honolulu

Application Purpose

New Program Report

Supplemental Investigation Sheet (SIS)

Required

false

Category of Respondent

Six (6) or more full-time employees during the selected reporting period

Reporting Period Start Date

2023-07-01

Reporting Period End Date

2024-06-30

Section II - Community Information

PSID

000184, 000295, 000320, 000600, 002573

Communities

HI0043, HI0070, HI0058, HI0066, HI0115, HI0006, HI0098, HI0011, HI0114, HI0113, HI0107, HI0078

Section III - EEO Policy and Program Requirements

Complied with outreach provisions

Yes

Disseminated widely EEO Program

Yes

Contacted multiple sources of applicants

Yes

Offered promotions in nondiscriminatory manner

Yes

Sought out entrepreneurs in a nondiscriminatory manner

Yes

Analyzed the results of efforts to recruit hire promote and use services

Yes

Defined responsibility of management

Yes

Conducted continuing program to exclude prejudice

Yes

Conducted continuing review of job structure

Yes

Section IV - Additional Information

2024 FCC Recruitment Initiatives

FCC Unit: 13534 Hawaii

II – Hosting at least one job fair.

Spectrum Hiring Event

- April 24, 2024
- Neal S. Blaisdell Arena – Mililani, HI
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 50 attendees

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

Leading a Respectful Workplace

Employees at this Charter FCC unit participated in the Leading a Respectful Workplace training. Leading a Respectful Workplace is a 3 day class room training that provides Charter's leaders with the skills and insights needed to achieve positive business results and engage employees in ways that inspire their best work. The course emphasizes leadership and legal responsibilities needed in addressing our most compelling and urgent priorities for creating and maintaining a professional, productive, and inclusive work environment. Key Learning Objectives: How leaders' behaviors directly impact business results. How leaders model organizational values and how they can best respond to issues when they come up. How leaders hold employees accountable and coach effectively for optimal performance. How inappropriate behavior can compromise even the most effective leadership practices. How leaders behave when they learn of an employee complaint. How social media impacts today's workplace, and understanding the most effective role for leaders.

2024 FCC Outreach Sources

FCC Unit: 13534 Hawaii

Community Organization	Recipient Name	Recipient Email(s)	Organization Address	City	State	Zip	Phone
Hiring Our Heroes- U.S. Chamber of Commerce Foundation	Sabrina Palacios-Hernandez	SPHernandez@uschamber.com	2502 Gateway Road	Carlsbad	CA	92009	202-440-1935
Hawaii Island Chamber of Commerce	Miles Yoshioka	admin@hicc.biz	117 Keawe Street	Hilo	HI	96720	808-935-7178
Hilo Vet Center	Maricar Souza	maricar.souza@va.gov	70 Lanihuli St Ste 102	Hilo	HI	96720	808-969-3833
Organization of Chinese American Women - Hawaii	Puanani Woo	hawaii@ocawwomen.org	N/A	Hilo	HI	96720	000-000-0000
American Job Center - Hawaii	Leinaala Nakamura	ajch@honolulu.gov	925 Dillingham Boulevard, Suite 200	Honolulu	HI	96817	808-768-7762
American Job Center Hawaii - Oahu	Ramon Ruiz	Ramon.F.Ruiz@hawaii.gov	1505 Dillingham Boulevard	Honolulu	HI	96817	808-768-5701
American Job Center Hawaii- Oahu	Leinaala Nakamura	ajch@honolulu.gov	680 Iwilei Road	Honolulu	HI	96817	808-768-5701
Autism Society Hawaii Chapter	Ryan Lee	autismhi@gmail.com	Po Box 2995	Honolulu	HI	96802	808-282-3676
Chaminade University - Honolulu	Diane Yang	diane.yang@chaminade.edu	3140 Waiialae Avenue	Honolulu	HI	96816	808-735-4711
Division of Vocational Rehabilitation - Ho'opono Services for the Blind	Maylene Galicinao	MGalicinao@dhs.hawaii.gov	1901 Bachelot Street	Honolulu	HI	96817	808-586-5269
ESDS: Hawaii	Irving Higa	irving.t.higa@hawaii.gov	830 Punchbowl St	Honolulu	HI	96813	808-586-8819
Goodwill First to Work - Vocational Rehabilitation	David Lizama	dlizama@dhs.hawaii.gov	680 Ala Moana Blvd	Honolulu	HI	96813	808-737-2800
Goodwill SEE Hawaii Work	Raymond Saludares	rsaludares@higoodwill.org	2610 Kilihaui Street	Honolulu	HI	96819	808-836-0313
Honolulu Community College	Career Services	honcs@hawaii.edu	874 Dillingham Boulevard	Honolulu	HI	96817	808-845-9204
Honolulu Vet Center	Clint Kaaiakamanu	clint.kaaiakamanu@va.gov	1680 Kapiolani Blvd Ste F-3	Honolulu	HI	96814	808-973-8387
Ho'opono Service For the Blind	Maylene Galicinao	MGalicinao@dhs.hawaii.gov	1901 Bachelot Street	Honolulu	HI	96817	808-586-5269
HSWL Honolulu	Jessica Dung	Jessica.R.Dung@uscg.mil	400 Sand Island Parkway	Honolulu	HI	96819	808-842-2088
Lanakila Pacific	David Comfort	dcomfort@lanakilapacific.org	1809 Bachelot St	Honolulu	HI	96817	808-356-8528
Network Enterprises, Inc.	Neysa Miller	mail@networkenterprises.org	680 Iwilei Rd	Honolulu	HI	96817	808-521-7774
One Stop Career Center - Dillingham Plaza	Terry Young	tyoung@honolulu.gov	1505 Dillingham Blvd	Honolulu	HI	96817	808-768-5700
Pacific Gateway Center	Terrina Wong	terrina@pacificgatewaycenter.org	83 North King Street	Honolulu	HI	96817	808-851-7010
U.S. Department of Veterans Affairs	Kimberly Graves	Kimberly.Graves2@va.gov	459 Patterson Road	Honolulu	HI	96819	808-940-2577
U.S. Department of Veterans Affairs	Kimberly Graves	Kimberly.Graves2@va.gov	459 Patterson Road	Honolulu	HI	96819	808-433-0560
Wounded Warrior Project - Honolulu	Liane Ancajas	Lancajas@woundedwarriorproject.org	1 Jarrett White Road	Honolulu	HI	96819	904-528-8312
Wounded Warrior Project - Triple Army Medical Center	Liane Ancajas	Lancajas@woundedwarriorproject.org	1 Jarrett White Road	Honolulu	HI	96819	904-528-8312
Kailua-Kona Vet Center	Jan Fradenburg	Jan.Fradenburg@va.gov	73-4976 Kamanu Street	Kailua-Kona	HI	96740	808-329-0574
United States Veterans Initiative - Hawaii	Sarah Pierrard	spierrard@usvetsinc.org	PO Box 75329	Kapolei	HI	96707	808-342-7493

2024 FCC Outreach Sources

FCC Unit: 13534 Hawaii

Community Organization	Recipient Name	Recipient Email(s)	Organization Address	City	State	Zip	Phone
Western Oahu Vet Center	Jazmin Marin	jazmin.marin@va.gov	885 Kamokila Blvd	Kapolei	HI	96707	808-674-2414
Western Oahu Vet Center	Solomon Dupont	solomon.dupont1@va.gov	885 Kamokila Blvd	Kapolei	HI	96707	808-674-2414
WorkWise! Kauai	Eric Nordmeier	dliir.wdd.kauai@hawaii.gov	4444 Rice Street	Lihue	HI	96766	808-274-3056
YWCA Kauai	Noni General	ywcakauai@ywcakauai.org	3094 Elua Street	Lihue	HI	96766	808-245-5959
Schofield Barracks/ Fort Shafter TAP	Trinh Huynh	usarmy.schofield.id-pacific.mbx.tap@mail.mil	673 Ayres Avenue	Schofield Barracks	HI	96857	808-655-1028
Bill J. Priest Institute for Economic Development	Alecia --	employerresourcecenter@dcccd.edu	1402 Corinth Street	Dallas	TX	75215	214-860-2066
Amberton University	Dr Bradshaw	bbradshaw@amberton.edu	3880 Parkwood Blvd	Frisco	TX	75034	972-279-6511
Collin College	Career Services	studentjobs@collin.edu	2200 West University Drive	McKinney	TX	75071	972-548-6747
Dallas College - Eastfield Campus	Patsy --	pcaropresi@dcccd.edu	3737 Motley Drive	Mesquite	TX	75150	972-860-7100
Incsys - Power4Vets	David Miranda	david.miranda@incsys.com	3380 146th Place Southeast	Bellevue	WA	98007	425-732-2377

2024 FCC Source Evaluation Report

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Source	Applicants	Interviews	Hires
ATS Communication	3	2	1
Bing	7	4	4
External Career Site	891	561	239
Glassdoor	1	1	1
Google	28	21	8
Indeed	53	37	14
Instagram	2	1	0
Job Alerts	1	0	0
jobs2careers	2	1	1
Linkedin	19	9	4
Monster	1	1	1
Upward	2	2	1
Yahoo	1	1	0
ZipRecruiter	24	11	2
Charter Career Connect	8	5	0
ccsr-sales -Campaign	1	1	0

2024 FCC Source Report

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Requisition ID	Job Title	Source	Applicants	Interviews	Hires
2023-14295	Construction Technician HI	External Career Site	9	8	1
2023-14316	Store Specialist	External Career Site	4	3	1
2023-14316	Store Specialist	Google	1	0	1
2023-15026	Store Specialist	External Career Site	2	0	1
2023-15079	Resi Connectivity Sales Spec	External Career Site	6	5	3
2023-15271	Rep, Cust Svc-Sales Union	External Career Site	23	20	15
2023-15271	Rep, Cust Svc-Sales Union	Google	1	1	0
2023-15271	Rep, Cust Svc-Sales Union	Indeed	2	2	1
2023-15271	Rep, Cust Svc-Sales Union	jobs2careers	1	1	1
2023-15271	Rep, Cust Svc-Sales Union	ZipRecruiter	1	1	1
2023-15537	Store Specialist	External Career Site	6	1	1
2023-15537	Store Specialist	Linkedin	1	0	1
2023-15965	Store Specialist	External Career Site	3	0	1
2023-16078	Field Technician I HI	External Career Site	8	2	2
2023-16078	Field Technician I HI	Google	1	1	0
2023-16078	Field Technician I HI	Indeed	4	4	1
2023-16142	Field Technician I	External Career Site	9	2	1
2023-16143	Field Technician I	ATS Communication	2	1	0
2023-16143	Field Technician I	External Career Site	10	6	1
2023-16143	Field Technician I	Indeed	1	0	0
2023-16143	Field Technician I	Linkedin	1	1	1
2023-16162	Field Technician I HI	External Career Site	11	8	1
2023-16162	Field Technician I HI	Google	1	1	0
2023-16162	Field Technician I HI	Indeed	1	0	0
2023-16222	Field Technician I HI	External Career Site	1	1	1
2023-16225	Field Technician I HI	External Career Site	4	2	1
2023-16382	Rep, Cust Svc-Sales Union	External Career Site	16	13	7
2023-16382	Rep, Cust Svc-Sales Union	Google	3	3	1
2023-16382	Rep, Cust Svc-Sales Union	Indeed	5	5	1
2023-16382	Rep, Cust Svc-Sales Union	jobs2careers	1	0	0
2023-16382	Rep, Cust Svc-Sales Union	ZipRecruiter	2	2	1
2023-16530	Client Success Planner	External Career Site	5	1	0
2023-16530	Client Success Planner	Google	1	0	0
2023-16530	Client Success Planner	Linkedin	3	2	1
2023-16530	Client Success Planner	ZipRecruiter	2	0	0
2023-16804	Resi Connectivity Sales Spec	Bing	2	2	2
2023-16804	Resi Connectivity Sales Spec	External Career Site	21	21	3
2023-16804	Resi Connectivity Sales Spec	Glassdoor	1	1	1
2023-16804	Resi Connectivity Sales Spec	Google	3	3	0
2023-16804	Resi Connectivity Sales Spec	Indeed	7	7	3
2023-16804	Resi Connectivity Sales Spec	Linkedin	1	1	0
2023-16804	Resi Connectivity Sales Spec	ZipRecruiter	2	2	0
2023-17420	Mgr, Store	ATS Communication	1	1	1
2023-17420	Mgr, Store	External Career Site	2	0	0
2023-17420	Mgr, Store	Google	1	0	0
2023-17420	Mgr, Store	Indeed	2	0	0
2023-17444	Store Specialist	Indeed	2	1	1
2023-17718	Store Specialist	External Career Site	4	3	1
2023-17718	Store Specialist	Google	2	2	0
2023-17718	Store Specialist	Yahoo	1	1	0
2023-17947	Human Resources Generalist	External Career Site	6	4	0
2023-17947	Human Resources Generalist	Google	1	0	0
2023-17947	Human Resources Generalist	Indeed	5	2	1
2023-17947	Human Resources Generalist	Linkedin	2	2	0
2023-18007	Store Specialist	External Career Site	9	2	2
2023-18156	Store Specialist	External Career Site	3	1	1
2023-18215	Sr Safety Specialist	External Career Site	28	1	1
2023-18485	Store Specialist	External Career Site	10	2	2
2023-18486	Field Technician I	External Career Site	4	4	2
2023-18490	Field Technician I	External Career Site	16	5	1
2023-18495	Field Technician I HI	External Career Site	5	5	1
2023-18502	Field Technician I HI	External Career Site	4	3	2
2023-18504	Field Technician I HI	External Career Site	13	8	1
2023-18608	Rep, Cust Svc-Sales Union	External Career Site	18	15	9
2023-18979	Store Specialist	External Career Site	14	8	2

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Requisition ID	Job Title	Source	Applicants	Interviews	Hires
2023-19273	Store Specialist	External Career Site	4	3	2
2023-19445	Store Specialist	External Career Site	2	1	1
2023-19486	Resi Connectivity Sales Spec	External Career Site	4	4	1
2023-19798	Store Specialist	External Career Site	2	2	1
2023-19915	Store Specialist	External Career Site	3	2	2
2023-20281	Svc Delivery Project Manager	External Career Site	20	8	1
2023-20454	Rep, Cust Svc-Sales Union	External Career Site	40	36	17
2023-20480	Store Specialist	External Career Site	3	2	2
2023-20609	Resi Connectivity Sales Spec	External Career Site	21	12	1
2023-21089	Account Executive	External Career Site	22	3	1
2023-21089	Account Executive	Charter Career Connect	1	1	0
2023-21828	Resi Connectivity Sales Spec	External Career Site	3	3	1
2023-22333	Mgr, Store	External Career Site	7	2	1
2023-22753	Rep, Cust Svc-Sales Union	External Career Site	20	20	10
2023-22789	Mgr, Store	External Career Site	9	2	1
2023-23035	Store Specialist	External Career Site	4	4	2
2023-23317	Store Specialist	External Career Site	1	1	1
2023-23476	Warehouse Technician	External Career Site	12	5	1
2023-23519	Store Specialist	External Career Site	6	1	1
2023-23629	Store Specialist	External Career Site	10	7	3
2023-23696	Field Technician I	External Career Site	13	10	4
2023-23894	Mgr, Sales Vertical Accounts	External Career Site	24	5	1
2023-23909	Resi Connectivity Sales Spec	External Career Site	9	9	3
2023-24071	Store Specialist	External Career Site	2	1	1
2023-24356	Store Specialist	External Career Site	7	7	1
2023-24626	Field Technician I	External Career Site	3	3	1
2023-24709	Store Specialist	External Career Site	2	1	1
2023-24791	Rep, Cust Svc-Sales Union	External Career Site	28	27	15
2023-25021	Resi Connectivity Sales Spec	External Career Site	17	17	7
2023-25021	Resi Connectivity Sales Spec	Indeed	1	1	0
2023-25021	Resi Connectivity Sales Spec	ZipRecruiter	2	2	0
2023-26075	Rep, Cust Svc-Sales Union	External Career Site	32	31	15
2023-26075	Rep, Cust Svc-Sales Union	Google	1	1	1
2023-26075	Rep, Cust Svc-Sales Union	Charter Career Connect	1	1	0
2023-26138	Store Specialist	External Career Site	1	1	1
2023-26279	Store Specialist	External Career Site	5	1	1
2023-26352	Sr Account Executive	External Career Site	6	1	0
2023-26352	Sr Account Executive	Google	1	1	1
2023-26352	Sr Account Executive	Indeed	2	2	0
2023-26352	Sr Account Executive	Linkedin	2	0	0
2023-26352	Sr Account Executive	ZipRecruiter	2	0	0
2023-27200	Rep, Cust Svc-Sales Union	External Career Site	4	4	1
2023-27200	Rep, Cust Svc-Sales Union	Google	2	2	2
2023-27200	Rep, Cust Svc-Sales Union	Indeed	3	3	0
2023-27200	Rep, Cust Svc-Sales Union	Upward	1	1	1
2023-27200	Rep, Cust Svc-Sales Union	ZipRecruiter	1	1	0
2024-27805	Store Specialist	External Career Site	1	1	0
2024-27805	Store Specialist	Google	1	1	0
2024-27805	Store Specialist	Indeed	1	1	1
2024-27805	Store Specialist	Charter Career Connect	1	1	0
2024-27878	Rep, Cust Svc-Sales Union	External Career Site	17	17	12
2024-27878	Rep, Cust Svc-Sales Union	Google	1	1	1
2024-27878	Rep, Cust Svc-Sales Union	Indeed	6	6	5
2024-27878	Rep, Cust Svc-Sales Union	Instagram	1	1	0
2024-27878	Rep, Cust Svc-Sales Union	Linkedin	2	2	0
2024-27878	Rep, Cust Svc-Sales Union	Monster	1	1	1
2024-27878	Rep, Cust Svc-Sales Union	ZipRecruiter	2	2	0
2024-28191	Store Specialist	Bing	2	0	0
2024-28191	Store Specialist	External Career Site	3	3	1
2024-28191	Store Specialist	Google	1	1	0
2024-28204	Multi-Tenant Sales Rep	Bing	1	0	0
2024-28204	Multi-Tenant Sales Rep	External Career Site	2	1	1
2024-28204	Multi-Tenant Sales Rep	Google	1	0	0
2024-28251	Account Executive	External Career Site	15	4	1
2024-28251	Account Executive	Google	4	2	0

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Requisition ID	Job Title	Source	Applicants	Interviews	Hires
2024-28251	Account Executive	Indeed	11	3	0
2024-28251	Account Executive	Instagram	1	0	0
2024-28251	Account Executive	Job Alerts	1	0	0
2024-28251	Account Executive	Linkedin	7	1	1
2024-28251	Account Executive	Upward	1	1	0
2024-28251	Account Executive	ZipRecruiter	7	0	0
2024-28454	Store Specialist	External Career Site	1	1	1
2024-28493	Resi Connectivity Sales Spec	Bing	2	2	2
2024-28493	Resi Connectivity Sales Spec	External Career Site	9	9	1
2024-28493	Resi Connectivity Sales Spec	Google	1	1	1
2024-28493	Resi Connectivity Sales Spec	ZipRecruiter	3	1	0
2024-28493	Resi Connectivity Sales Spec	ccsr-sales-Campaign	1	1	0
2024-28503	Store Specialist	External Career Site	1	1	1
2024-28566	Store Specialist	External Career Site	3	2	1
2024-28644	SAM - Strategic AM Hospitality	External Career Site	12	6	1
2024-28644	SAM - Strategic AM Hospitality	Charter Career Connect	2	1	0
2024-28668	Store Specialist	External Career Site	12	6	3
2024-28668	Store Specialist	Charter Career Connect	1	1	0
2024-28691	Store Specialist	External Career Site	7	5	2
2024-28696	Store Specialist	External Career Site	7	6	2
2024-28841	Resi Connectivity Sales Spec	External Career Site	14	8	2
2024-28974	Rep, Cust Svc-Sales Union	External Career Site	27	22	10
2024-29462	Store Specialist	External Career Site	7	1	1
2024-29884	Store Specialist	External Career Site	7	4	1
2024-30035	Store Specialist	External Career Site	2	2	1
2024-30168	Resi Connectivity Sales Spec	External Career Site	10	10	2
2024-30324	Mgr, Store	External Career Site	6	1	1
2024-30324	Mgr, Store	Charter Career Connect	2	0	0
2024-30350	Resi Connectivity Sales Spec	External Career Site	23	2	1
2024-30364	Rep, Cust Svc-Sales Union	External Career Site	15	14	10
2024-30503	Store Specialist	External Career Site	4	3	1
2024-30975	Store Specialist	External Career Site	5	4	1
2024-31403	Store Specialist	External Career Site	6	3	1
2024-31701	Store Specialist	External Career Site	3	2	2
2024-32189	Resi Connectivity Sales Spec	External Career Site	3	3	1
2024-32288	Resi Connectivity Sales Spec	External Career Site	20	16	2
2024-32606	Store Specialist	External Career Site	14	7	3
2024-32783	Store Specialist	External Career Site	4	2	2
2024-33062	Store Specialist	External Career Site	4	1	1
2024-33242	Store Specialist	External Career Site	5	2	1
336730BR	Resi Connectivity Sales Spec	External Career Site	2	2	1