

IT'S AWARD SEASON



THE

OSCARS



EA



MARCH MADNESS

EXPERIENCE IT ALL & MORE

BUTLER 3



Spectrum | Superstars

The background features a white space filled with numerous gold stars of various sizes and orientations. Some stars are large and prominent, while others are small and scattered. Light trails, consisting of thin, curved lines, sweep across the scene, adding a sense of motion and elegance. The overall aesthetic is bright, celebratory, and professional.

Charter

COMMUNICATIONS



Time
Warner
Cable®

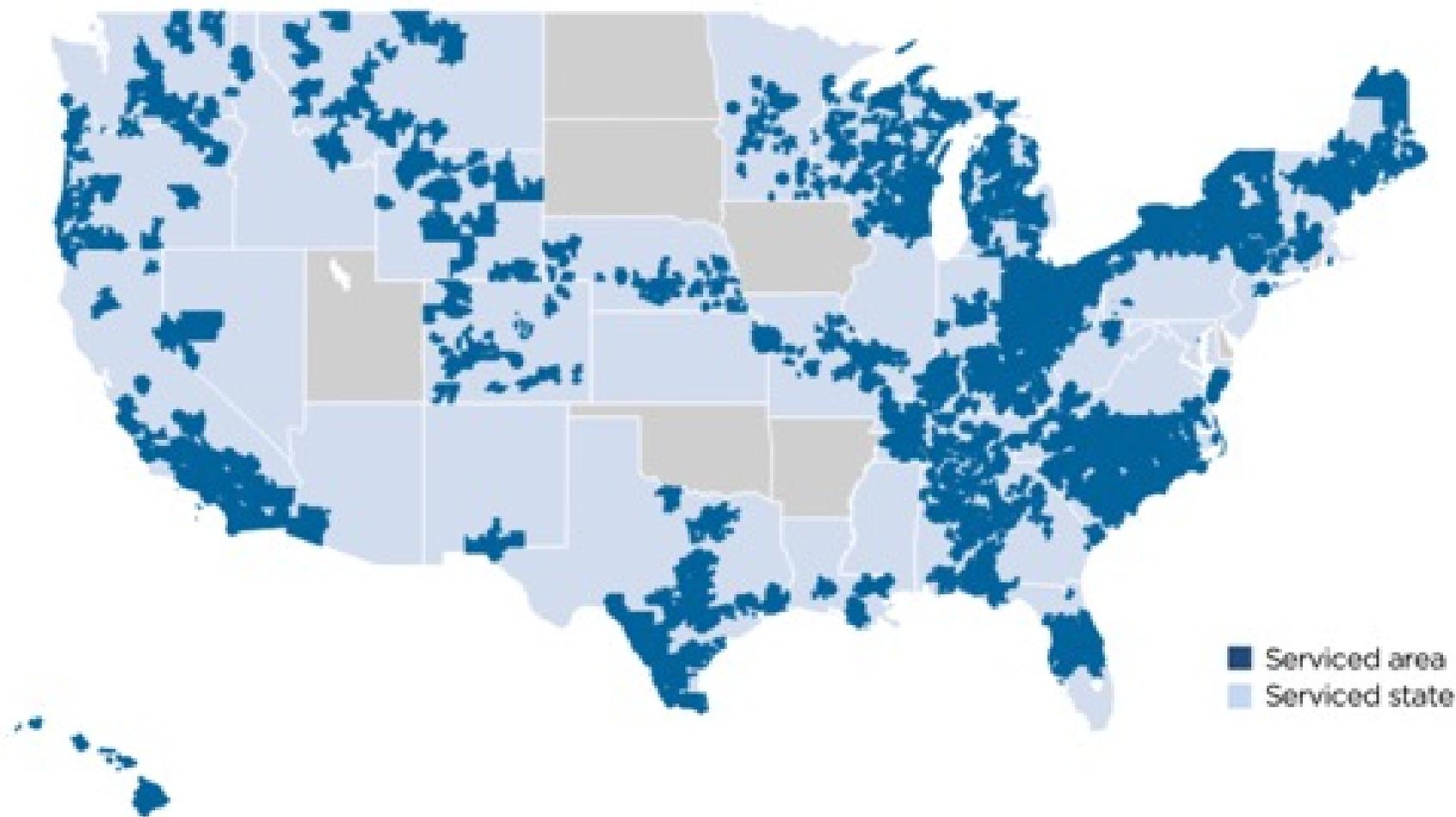
Charter
COMMUNICATIONS

bright
house
NETWORKS



92,000 employees

serving 25 million customers in 41 states

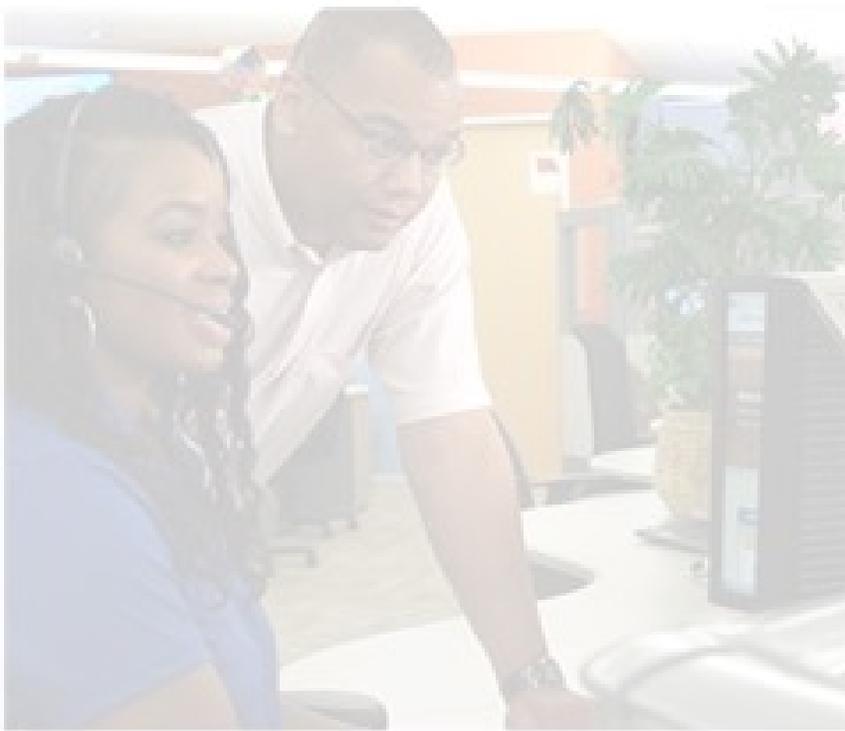


Aligned Operating Philosophy



By hiring Charter **employees**, training them well and giving them a career path, we create craftspeople, who are experts in their respective fields and better able to serve our customers.

Aligned Operating Philosophy



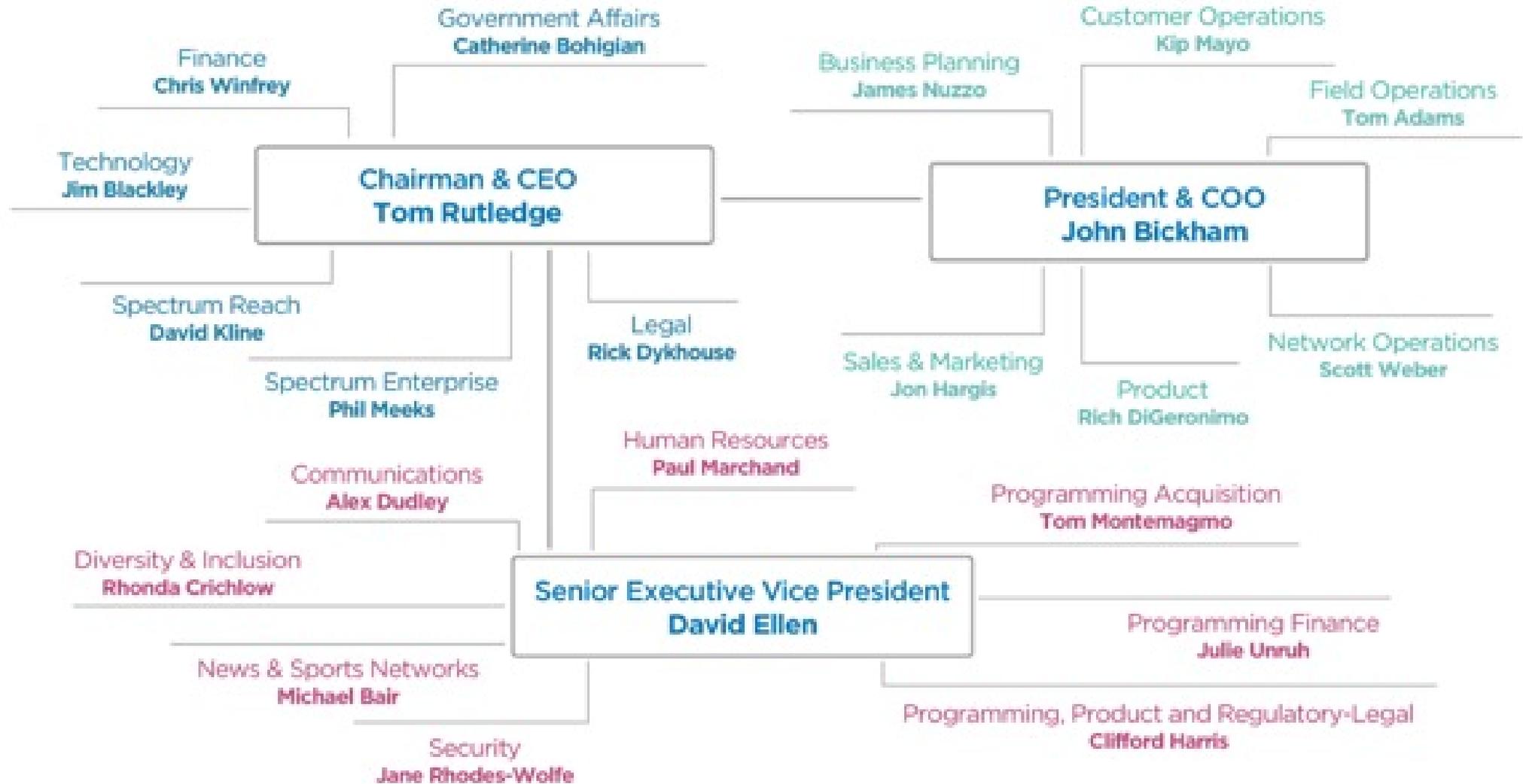
By creating **products and services** that are filled with value for consumers, we gain market share, and do not have to rely on rate increases to drive revenue growth.

Aligned Operating Philosophy



Through **service excellence**, Charter reduces the number of transactions. This will create happier, longer-lived customers while simultaneously reducing costs.

Strong leadership



Human Resources

Paul Marchand

Syracuse



HUMAN
RESOURCES

RECRUITING

SYSTEMS

PAYROLL

TRAINING

BENEFITS

A blurred background image showing a person's hands holding a blue smartphone. The phone's screen is a solid blue color. Overlaid on the phone is the email address 'askpaul@charter.com' in white, bold, sans-serif font. To the left of the phone, there is a circular, out-of-focus light source, possibly a camera lens or a light flare, with a yellowish-white center and a dark outer ring.

askpaul@charter.com



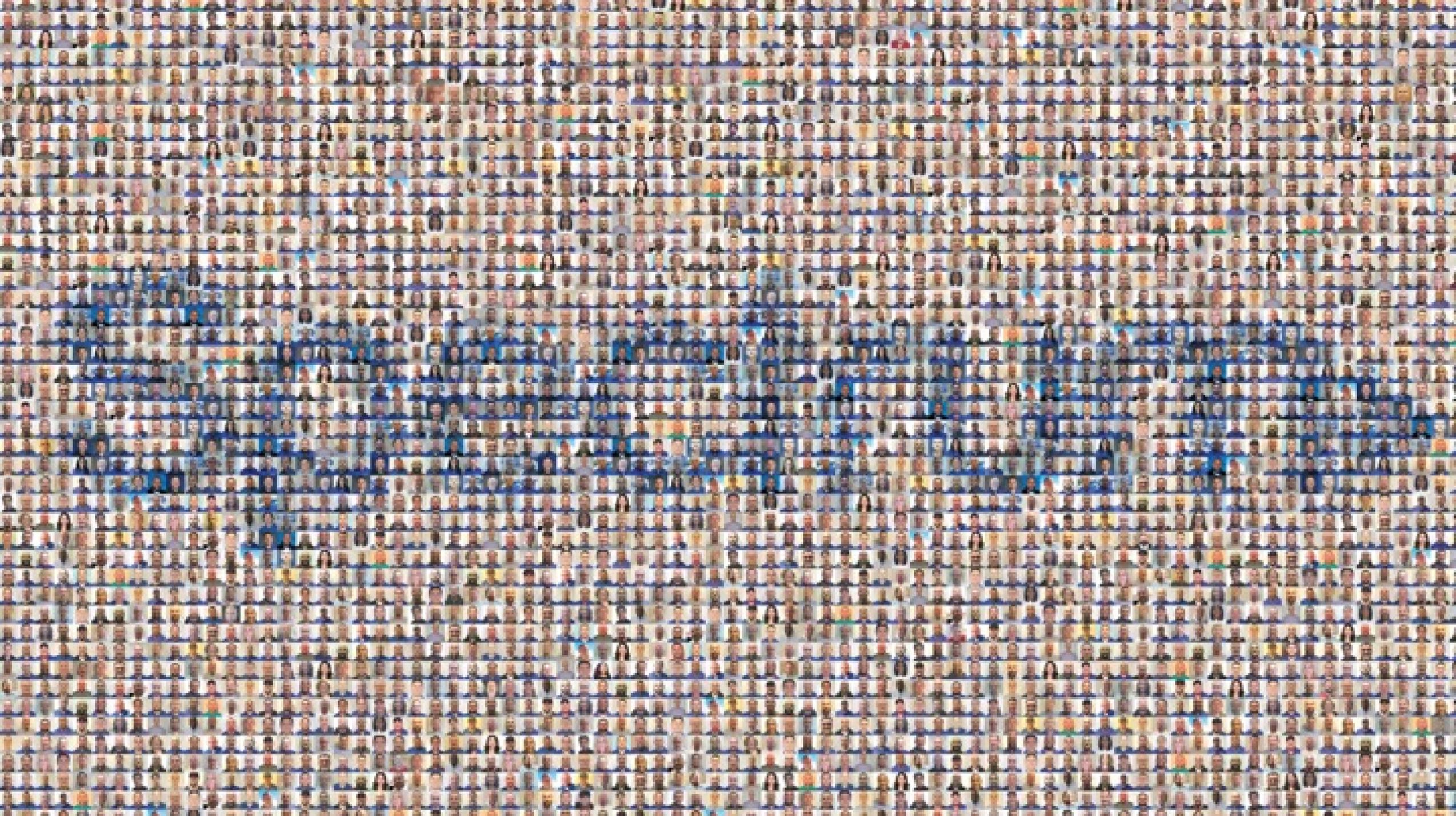


Spectrum | Superstars

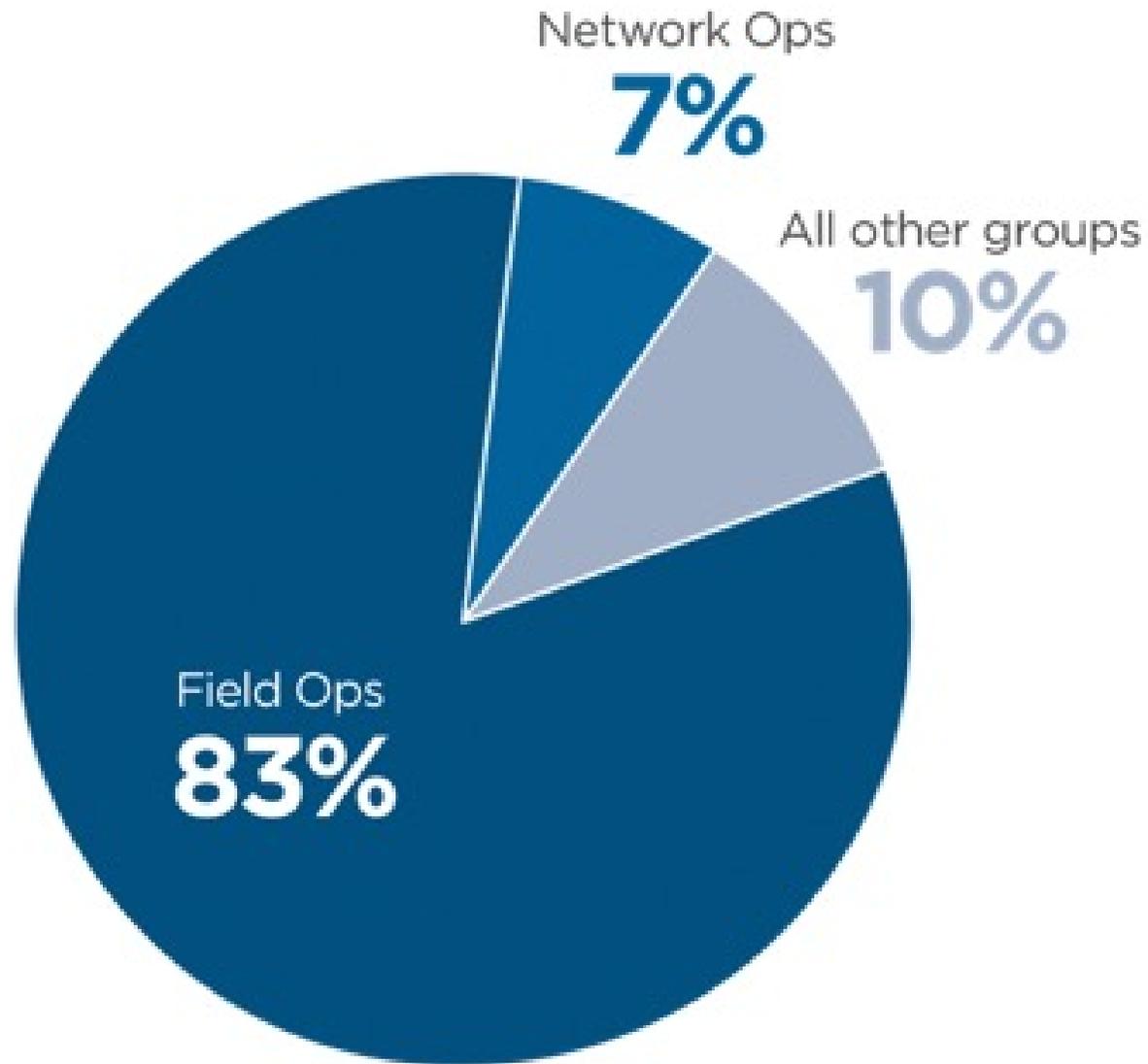








Superstars, by department



Business Intelligence

Construction

Maintenance

Fulfillment

Dispatch

**Superstarring
roles**

Backbone

Video Ops

Software Development

Procurement

ISP

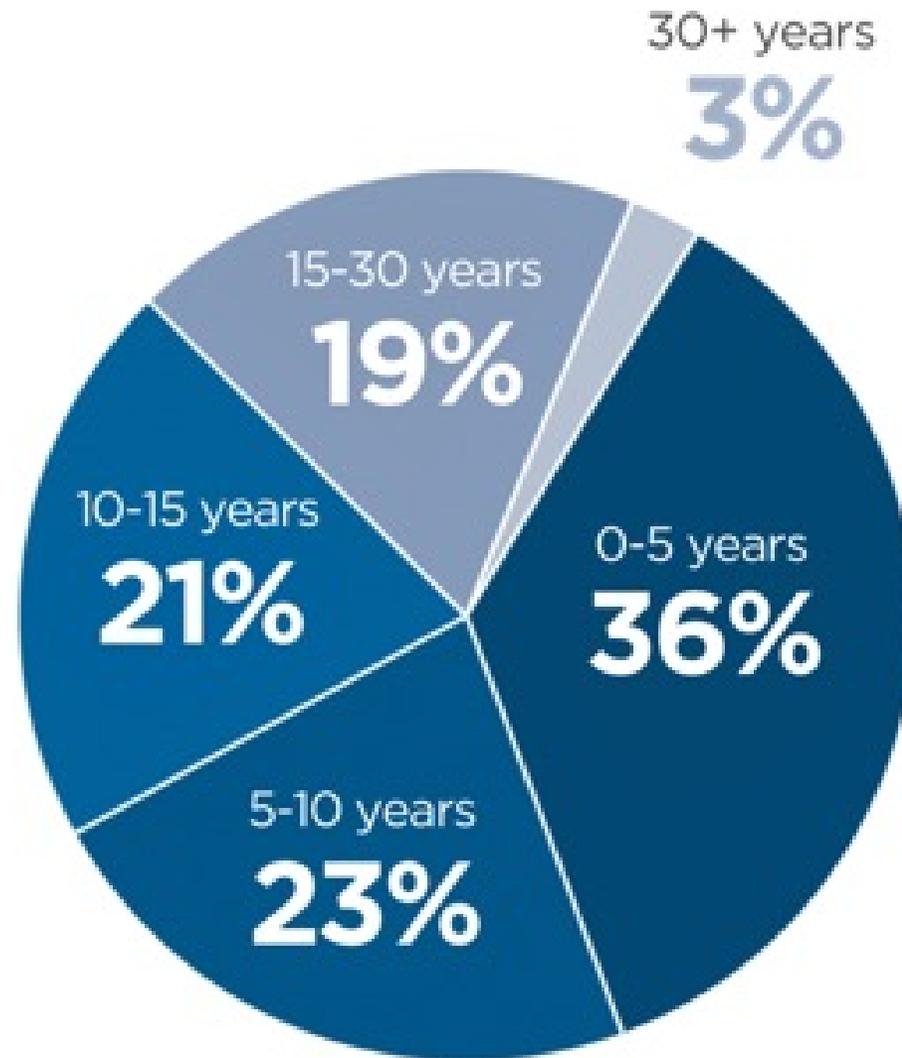
Accounting

Some of you have traveled far

Larkin Stankewicz
and **Kyle Johnson**
traveled
3,620 miles
from Washington



3,498 combined years of service



1987



The background features a central bright white point from which numerous golden rays emanate, creating a sunburst effect. The rays spread outwards, filling the frame with a warm, golden glow. Scattered throughout the rays are small, five-pointed golden stars of varying sizes, adding a sparkling, celebratory feel to the overall design.

KENNETH SALYERS

The background is a vibrant golden-yellow color. It features a central bright point from which numerous thin, radiating lines extend outwards, creating a sunburst or starburst effect. Scattered throughout the background are many small, five-pointed stars of varying sizes and brightness, some appearing as simple outlines and others as glowing points of light. The overall effect is one of warmth, radiance, and celebration.

GARY JAMISON

The background features a central bright white point from which numerous golden rays radiate outwards, creating a sunburst effect. Interspersed among these rays are numerous small, five-pointed golden stars of varying sizes, some appearing as simple outlines and others with a soft glow. The overall color palette is a range of golds and yellows, from light cream to deep, rich gold.

WADE DUTCHER

The background features a central bright white point from which numerous golden rays emanate, creating a sunburst effect. The rays spread outwards, filling the frame with a warm, golden glow. Scattered throughout the rays are small, five-pointed golden stars of varying sizes, adding a sparkling or celestial quality to the design.

JAMES MANTOOTH

The background features a central bright white point from which numerous golden rays emanate, creating a sunburst effect. The rays spread outwards, filling the frame with a warm, golden glow. Scattered throughout the rays are small, five-pointed golden stars of varying sizes, adding a sparkling or celebratory feel to the overall design.

SCOTT SCHLOSSER

The background features a central bright white point from which numerous golden rays radiate outwards, creating a sunburst effect. Interspersed among these rays are numerous small, five-pointed golden stars of varying sizes, some appearing as simple outlines and others with a soft glow. The overall color palette is a range of golds and yellows, from light cream to deep, rich gold.

DON BOUWENS

The background is a vibrant golden-yellow color. It features a central bright point from which numerous thin, radiating lines extend outwards, creating a sunburst or starburst effect. Scattered throughout the background are many small, five-pointed stars of varying sizes and brightness, some appearing as simple outlines and others as glowing points of light.

THOMAS TROLLER



**10% of our
Superstars
are Veterans**

Happy Birthday!

Gabriel Flores

Chuck Stein

Ryan Anderson

James Brown

Scotty Harkleroad





Spectrum | Superstars



You're highly skilled.

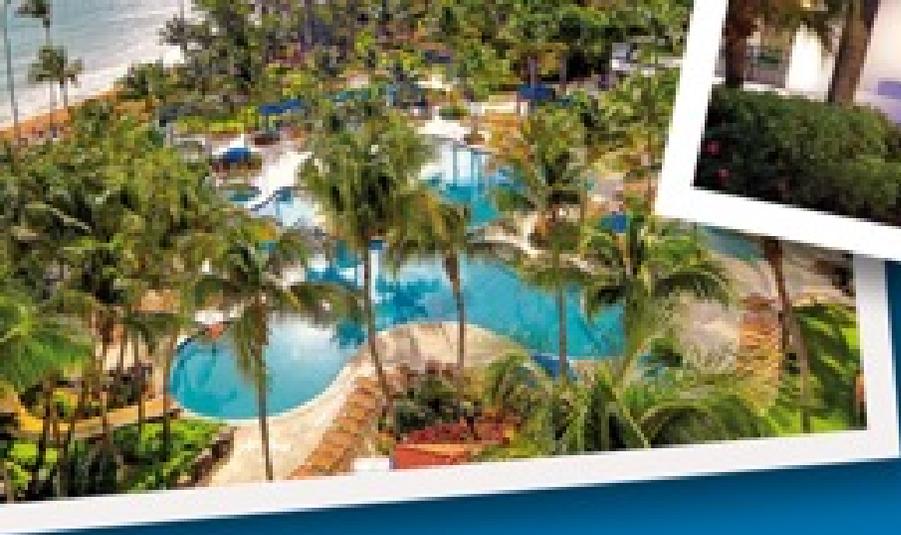


You're deeply committed.

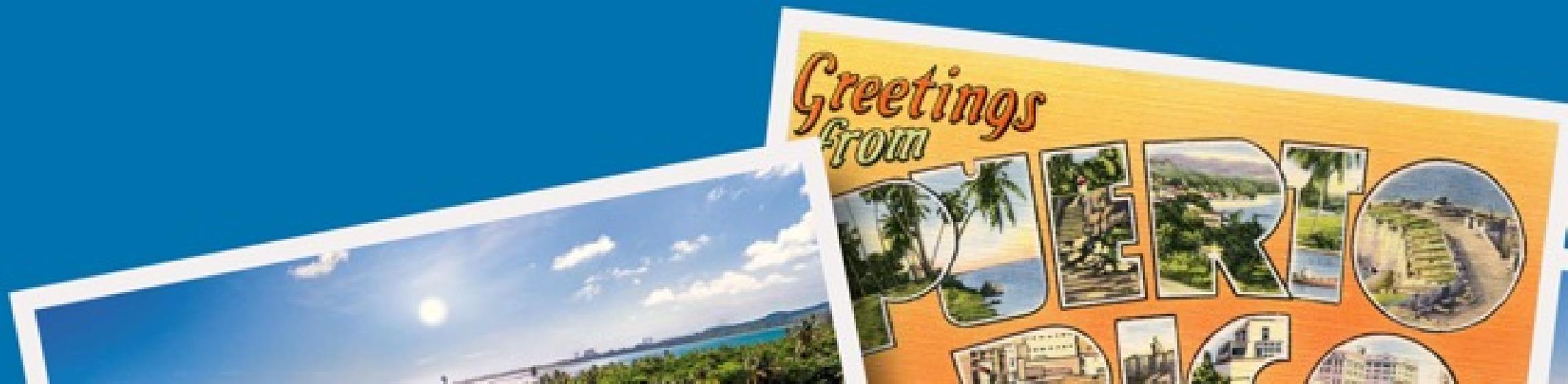


You always deliver.





Spread the word!



The background of the image is a solid blue color. Overlaid on this background is a dense, repeating pattern of small, dark, grayscale human faces. The faces are arranged in a grid-like fashion, filling the entire frame. The text 'Thank you' is centered horizontally and vertically in a large, white, sans-serif font.

Thank you