



▶ **EMPOWERING OPPORTUNITY FROM COAST TO COAST**

Charter Communications is a leading broadband connectivity company and cable operator providing superior high-speed internet, video, mobile, and voice services under the brand name Spectrum to more than **32 million customers across 41 states**.

We're driving innovation and growing economies from coast to coast and in communities big and small. From 2018-2022 alone, **Charter invested over \$40 billion in infrastructure and technology** – contributing significantly to the U.S. economy.

Every day, we work to deliver on our core business objective: providing superior products with great customer service.

MORE THAN
32 M
CUSTOMER
RELATIONSHIPS

OVER
100,000
EMPLOYEES

AT LEAST
\$20
PER HOUR
STARTING WAGE

OVER
50%
OF EMPLOYEES IDENTIFY
AS A PERSON OF COLOR

OVER
\$40 B
INVESTED IN
INFRASTRUCTURE &
TECHNOLOGY

OVER
800,000
MILES OF NETWORK
INFRASTRUCTURE

▶ MEETING CUSTOMER NEEDS WITH SUPERIOR PRODUCTS AND SERVICES

Spectrum Internet: Spectrum's hybrid fiber network delivers gigabit speeds across our entire footprint and offers fast, reliable service with no modem fees, no contracts, and no data caps.

Spectrum Mobile: Spectrum Mobile delivers fast, affordable, reliable mobile service to our customers from coast to coast. And now, Spectrum Mobile customers with compatible phones can connect seamlessly to nationwide 5G with no extra fees.

Spectrum TV: Spectrum offers 350+ channels on our all-digital network, including diverse, multicultural programming, such as that featured on Spectrum's *Mi Plan Latino*, and inclusive features like Spectrum Guide Narration for customers with visual disabilities.

Spectrum News Networks: Charter provides 24/7 news, sports, and weather coverage, along with In Focus public affairs programming on over 30 news channels in 12 states and nationally on the Spectrum News App.

Spectrum Voice: Spectrum Voice offers unlimited nationwide calling to the U.S., Canada, Mexico, Puerto Rico, Guam, U.S. Virgin Islands, Northern Mariana Islands, and American Samoa.

▶ INVESTING IN OUR WORKFORCE AND THE COMMUNITIES WE SERVE

Charter's insourced, U.S.-based workforce includes more than **100,000 highly skilled employees, over half of whom identify as a person of color** and nearly **10% have a military affiliation**. In addition to a **starting wage of at least \$20 per hour**, Charter employees receive **comprehensive health benefits** – and for 10 consecutive years, the company has absorbed the full annual cost increase of medical, dental, and vision coverage.

- Charter offers employees a **market-leading retirement plan** with a 401(k) Plan that matches employee contributions dollar for dollar.
- Charter employees also enjoy deep **discounts on Spectrum Mobile** plans and **free or discounted Spectrum products, including TV and Internet**.
- In addition to on-the-job training and formal development programs, like a highly-regarded, Department of Labor-certified **Broadband Field Technician Apprenticeship** program, employees can continue their education with tuition reimbursement of up to \$10,000 each year.

Spectrum Community Center Assist (SCCA) improves the physical condition of community centers and supports job skills training programs in underserved rural and urban communities across our 41-state footprint. In just the first 12 months of the program, SCCA has already revitalized community centers in 25 cities, serving 6,000+ participants.

▶ ADVANCING ACCESS

Increasing Access to High-Speed Internet Service in Rural America

In addition to our ongoing network expansion, Charter's multi-year, multi-billion-dollar rural construction initiative will add over 100,000 miles of fiber-optic network infrastructure to deliver gigabit-speed internet access to approximately 1 million currently-unserved, mostly rural homes and small businesses across the country.

▶ IMPROVING ADOPTION

Addressing the Affordability Gap

To make high-speed internet service more accessible for low-income households, all Spectrum Internet plans are eligible for credits under the FCC's Affordable Connectivity Program, which makes quality, high-speed internet service available at a low – or even at no – cost to eligible families in financial need. Learn more at [Spectrum.com/ACP](https://spectrum.com/ACP).

Improving Internet Adoption

To increase adoption and access to technology, we offer philanthropic support to community organizations that **provide computers, digital education classes, and technology labs for thousands across the country**.