FCC/EEO Program Annual Record
Chicago Market
Full Time Vacancies - 76.172(b)(1)
July 15, 2021 through July 14, 2022

FCC Unit ID #	Description	Job Title	Vacancies
11970	Chicago Market	Building Relations Rep	2
11970	Chicago Market	Buisness Development Manager	2
11970	Chicago Market	Buisness Development Manager, Resi.	2
11970	Chicago Market	CPE/Warehouse Technician	4
11970	Chicago Market	Customer Care Advocate	1
11970	Chicago Market	Inter Network Design Engineer	1
11970	Chicago Market	Direct Sales Rep- SFU	3
11970	Chicago Market	Dispatcher	5
11970	Chicago Market	Dispatcher Supervisor	2
11970	Chicago Market	Enterprise Account Executive	2
11970	Chicago Market	Fiber Manager	1
11970	Chicago Market	Human Resource Generalist	2
11970	Chicago Market	Implementation Project Manager II	1
11970	Chicago Market	Installation Repair Tech	7
11970	Chicago Market	LAN Administrator	1
11970	Chicago Market	Manager Commercial Operations	1
11970	Chicago Market	Manager Finance	1
11970	Chicago Market	Manager Outside Plant	1
11970	Chicago Market	Manager Operations	1
11970	Chicago Market	Marketing Coordinator	2
11970	Chicago Market	MGR Construction	1
11970	Chicago Market	Optical Engineer	1
11970	Chicago Market	Payment Processor	1
11970	Chicago Market	Project Manager	1
11970	Chicago Market	Quota Traffic Coordinator	1
11970	Chicago Market	Recruiter	1
11970	Chicago Market	Sales Engineer	1
11970	Chicago Market	Sales Manager Commercial	1
11970	Chicago Market	Senior Manager Construction	1
11970	Chicago Market	Senior Manager Operations	2
11970	Chicago Market	Senior Sales Engineer	3
11970	Chicago Market	SMB Account Executive	1
11970	Chicago Market	SR Director Finance	1
11970	Chicago Market	SR Manager Sales, Buisness Development	1
11970	Chicago Market	Supervisor Field Service	2
11970	Chicago Market	Supervisor Installation 2	2
11970	Chicago Market	Supervisor System	1
11970	Chicago Market	Systems Maintenance Tech	2
11970	Chicago Market	Technical Project Manager	1
11970	Chicago Market	Trainer & Curriculum Consultant	1
11970	Chicago Market	Warehouse Manager	1
		Total	**69**

FCC Annual Report

Chicago Market

Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)

July 15, 2021 - July 14, 2022

Name of Source	Address	City	State	Zip	Phone	email	Contact Name
ABJ Community Services, Inc.	1818 E. 71st Street Chicago, IL 60649	Chicago	IL	60649	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Acareers.net	unknown	National	-	-	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Addeco Staffing	10 S. Lasalle suite 1380	Chicago	IL	60603	773-934-8070	Lucy.Toledo@adeccona.com	Lucy Toledo
Addison Group	125 S. Wacker Dr, Suite 2700	Chicago	IL	60606	312-424-0300	Jason.Douglas@addisongroup.com	Jason Douglas
AfricanAmericanHires.com	Nationwide	Nationwide	Nationwide	Nationwide	Nationwide	tiffany.borski@circaworks.com	Tiffany Borski
Albany Park Community Center	1945 W. Wilson Ave, Suite 3000	Chicago	IL	60640	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
AllLGBTJobs.com	Nationwide	Nationwide	Nationwide	Nationwide	Nationwide	tiffany.borski@circaworks.com	Tiffany Borski
Alpha Kappa Alpha Sorority, Inc	5656 S. Stony Island Avenue	Chicago	IL	60637	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
American Academy of Art- Chicago	332 S Michigan Ave #300, Chicago, IL	Chicago	IL	60604	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
An Illinois workNet Center- DuPage	2525 Cabot Drive,	Lisle	IL	60532	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Anixter Center	2001 N. Clybourn Ave., 3rd Floor	Chicago	IL	60614	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Arab American Association of Engineers and Architects (AAAEA)	P.O.Box 1536,Chicago, IL 60690	Chicago	IL	60690	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Arlington Heights Workforce Center	723 Algonquin Road	Arlington Heights	IL	60005	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Asian American Bar Association	321 S. Plymouth Court	Chicago	IL	60604	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Asian American Institute	4753 North Broadway, Suite 502 Chicago, IL 60640	Chicago	IL	60640	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
AsianHires.com	Nationwide	Nationwide	Nationwide	Nationwide	Nationwide	tiffany.borski@circaworks.com	Tiffany Borski
Aspire of Illinois	9901 Derby Lane	Westchester	IL	60154	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Association For Individual Development	309 W. New Indian Trail Ct.	Aurora	IL	60506	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Astound/RCN Employee Referral Program	2640 W. Bradley Place	Chicago	IL	60618	312-955-2353	matt.oswalt@astound.com	Matt Oswalt
Astound/RCN Website- Careers Page	650 College Road East, Suite 3100	Princeton	NJ	8540	609-681-2189	tracy.brutcher@astound.com	Tracy Brutcher
Aurora University	347 S Gladstone Ave, Aurora, IL	Aurora	IL	60506	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Autism Society of illinois	2200 South Main Street	Lombard	IL	60148	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Avenues to Independence Administrative Offices	515 Busse Hwy	Park Ridge	IL	60668	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
AWR-Hobart	426 Center St.	Hobart	IN	46342	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Benedictine University	5700 College Rd, Lisle, IL	Lisle	IL	60532	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Best Buddies ILIINOIS	740 North Rush Street Second Floor South	Chicago	IL	60611	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Bethel Community Facility	1250 Portland Ave, Chicago Heights, IL 60411	Chicago Heights	IL	60411	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
BlackCareerNetwork.com	unknown	National	-	-	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Blue Cap	2155 Broadway St	Blue Island	IL	60406	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Bottomless Closet- Chicago	435 N. LaSalle St. Lower Level 1, Chicago, Illinois	Chicago	IL	60654	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Breakthrough Urban Ministries- Women's Services	P.O. Box 47200, Chicago, IL	Chicago	IL	60647	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
BuyerAds	175 Highland Avenue	Needham	MA	2494	781-635-9398	mnugent@buyerads.com	Matthew Nugent
Calumet College of St. Joseph	2400 New York Ave	Whiting	IN	46394	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Career Resource Center	40 East Old Mill Road, Lake Forest, IL 60045	Lake Forest	IL	60045	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Catalyst Career Group	801 Prairie Ridge Drive	Woodstock	IL	60098	815-308-5426	jnaugle@catalystcareergroup.com	Jeff Naugle
Center for Independent Futures	1015 Davis St	Evanston	IL	60201	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Centers for New Horizons	4150 S. King Drive	Chicago	IL	60653	773.357.4231	channab@cnh.org	Channa Bush
Chicago Area Gay & Lesbian Chamber of Commerce	3179 N Clark St, Chicago, IL 60657	Chicago	IL	60657	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Chicago Cook Workforce Partnership's	910 West Van Buren St. Suite #501,	Chicago	IL	60607	312.690.4655	maria.romero@EquusWorks.com	Maria (Lucy) Romero
Chicago Southland Chamber of Commerce	920 West 175th Street, Homewood, IL 60430	Homewood	IL	60430	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Chicago State University	9501 S King Dr, Chicago, IL 60628	Chicago	IL	60628	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Chicago Women in Trades	4425 S. Western Blvd., Rear Chicago IL	Chicago	IL	60609	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Chicago Workforce Center - Mid-South	Martin Luther King Human Service Center	Chicago	IL	60653	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Chicago Workforce Center Mid-South Chicago	4314 S. Cottage Grove Avenue, Second Floor, Chicago, I	Chicago	IL	60653	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Chicago Workforce Center- Pilsen	1700 W. 18th	Chicago	IL	60608	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
CLEARBROOK	1835 W Central Rd	Arlington Heights	IL	60005	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Clinton WorkOne Express	306 South Main Street, Clinton, IN	Clinton	IN	47842	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
College of Dupage	425 Fawell Blvd, Glen Ellyn, IL	Glen Ellyn	IL	60137	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
College of Lake County	Job Center Building E101. 19351 W Washington St, Gra	Grayslake	IL	60030	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Columbia College Chicago	600 S Michigan Ave, Chicago, IL	Chicago	IL	60605	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Community Assistance Program	8455 S Cottage Grove Ave	Chicago	IL	60619	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Concordia University Chicago	7400 Augusta St River Forest IL	River Forest	IL	60305	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Crisis Center for South Suburbia	PO Box 39	Tinley Park	IL	60477	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
DePaul University	2320 N Kenmore Ave	Chicago	IL	60614	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
DisabilityJobs.net	Nationwide	Nationwide	Nationwide	Nationwide	Nationwide	tiffany.borski@circaworks.com	Tiffany Borski
DiversityJobs.com	Nationwide	Nationwide	Nationwide	Nationwide	Nationwide	tiffany.borski@circaworks.com	Tiffany Borski
Dominican University	7900 W Division St, River Forest, IL	River Forest	IL	60305	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Dress for Success Chicago	515 N. State Street, Suite 2340, Chicago, IL	Chicago	IL	60654	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa

Dress for Success Worldwide- Central (Chicago)	70 E Lake St #900	Chicago	IL	60601	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
DuPage Center for Independent Living	739 Roosevelt Road, Bldg 8 Suite 109, Glen Ellyn, IL 601	Chicago	IL	60649	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
East West University	816 S Michigan Ave, Chicago, IL	Chicago	IL	60605	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
EbonyCareerCenter.com	unknown	National	-	-	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Elgin Community College	1700 Spartan Dr, Elgin, IL	Elgin	IL	60123	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Elmhurst Chamber of Commerce and Industry	242 North York Street, Suite 102,	Elmhurst,	IL	60126	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Elmhurst College	190 S Prospect Ave	Elmhurst	IL	60126	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Employer and Employment Services	208 South LaSalle Street, Suite 1628	Chicago	IL	60604	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Equality Illinois	3318 N. Halsted St,	Chicago	IL	60657	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Erie Neighborhood House	1701 W. Superior St. Chicago, Illinois 60622	Chicago Heights	IL	60622	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Everybody Counts, Inc.	9111 Broadway A	Merrillville	IN	46410	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Family Rescue	PO Box 17528	Chicago	IL	60617	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Family Shelter Service	605 E. Roosevelt Road	Wheaton	IL	60187	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Fox Valley Career Center	47W326 Keslinger RD	Maple Park	IL	60151	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Friedman Place	5527 North Maplewood Ave	Chicago	IL	60625	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Glenkirk	3504 Commercial Ave	Northbrook	IL	60062	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Goodwill Industries of Metropolitan Chicago	30 N. Racine Ave., Suite 230	Chicago	IL	60607	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Goodwill of Central Indiana	1635 West Michigan Street	Indianapolis	IN	46222	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Governors State University	1 University Pkwy	University Park	IL	60484	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Greater Decatur Chamber of Commerce	100 S. Water Street Ã½ Suite 103Ã¦, 1st floor	Decatur	IL	62523	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Greater Effingham Chamber of Commerce & Industry	P.O. Box 643 - 903 N. Keller Drive	Effingham	IL	62401	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Greater Northwest Chicago Development	Chicago	Chicago	IL	60628	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Greater O'Hare Association	P.O. Box 1516,	Elk Grove Village	IL	60009	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Greater West Town Community Development Project - GWTP	500 N. Sacramento Blvd	Chicago,	IL	60612	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
GreekDiversity.com	unknown	National	-	-	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Growing Home	2732 N. Clark St., Ste. 310 Chicago, IL 60614	Chicago	IL	60614	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Guardian Angel Community Services	1550 Plainfield Road	Joliet	IL	60435	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Harper College	1200 W Algonquin Rd, Palatine, IL	Palatine	IL	60067	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Haymarket Center	108 N Sangamon St	Chicago	IL	60607	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Hebrew Theological College	7135 Carpenter Rd	Skokie	IL	60077	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Helping Hand Center	9649 W 55th St	Countryside	IL	60525	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Hispanic Housing Development	325 North Wells Street 8th Floor	Chicago	IL	60654	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Hispanic Housing Development (check)	325 N Wells St #8	Chicago	IL	60654	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Hispanic Latino Business Council of Greater Louisville	614 West Main Street, Suite 6000	Louisville	KY	40202	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Hoffman Estates Chamber	2200 W. Higgins Rd. Suite #201	Hoffman Estates	IL	60169	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Hoyleton Youth and Family Services	P.O. Box 218, 350 North Main Street	Hoyleton	IL	62803	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
IDES Illinois Department of Employment Security	2444 W Lawrence Ave	Chicago	IL	60625	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
IDES North Chicago Street	250 North Chicago Street	Joliet	IL	60432	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
iHispano.com	unknown	National	-	-	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Illinois College of Optometry	3241 S Michigan Ave	Chicago	IL	60616	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Illinois Institute of Technology	3300 S Federal St Room 302	Chicago	IL	60616	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Illinois Valley Center for Independent Living	18 Gunia Drive,	LaSalle	IL	61301	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Illinois workNet Center - Arlington Heights	723 W. Algonquin Road	Arlington Heights	IL	60005	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Illinois WorkNet Center - Kendall	811 West John Street	Yorkville	IL	60560	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Illinois workNet Center - N. Aurora	2 Smoketree PLaza	North Aurora	IL	60542	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Illinois WorkNet Center- Elgin	30 DuPage Ct.	Elgin	IL	60120	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Illinpois Department of Employment Security - Rockford	303 North Main	Rockford	IL	61101	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Indeed	6433 Champion Grandview Way Bldg. 1	Austin	TX	78750	646-974-6537	tholtberg@indeed.com	Travis Holtberg
Indiana University Northwest	3400 Broadway	Gary	IN	46408	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
ITDIVERSITYCAREERS	unknown	National	-	-	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Ivy Tech Community College	515 E Main St,	Carmel	IN	46032	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Jane Addams Resource Corporation	4432 N Ravenswood Ave	Chicago	IL	60640	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Job Center of Lake County - Waukegan	1 North Genesee, 1st Floor	Waukegan	IL	60085	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Jobs for Youth	2230 S Michigan Ave, 2nd Floor	Chicago	IL	60612	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Jobs For Youth / Chicago, Inc	2230 S Michigan Ave 2nd Floor	Chicago	IL	60602	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
John Marshall Law School	315 South Plymouth Court	Chicago	IL	60604	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Joliet Job Corps Center	1101 Mills Road	Joliet	IL	60433	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Joliet Junior College	1215 Houbolt Road	Joliet	IL	60431	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Judson University	1151 N State St.	Elgin	IL	60123	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Kankakee County Chamber of Commerce	PO Box 154	Bourbonnais	IL	60914	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Kankakee Workforce Services	450 N. Kinzie	Bradley	IL	60915	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Kendall College	900 N. North Branch St.	Chicago	IL	60642	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Kennedy-King College	6301 S Halsted St.	Chicago	IL	60621	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Lake County Center for Independent Living	377 N Seymour Ave	Mundelein	IL	60060	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa

Lake Forest College	555 N Sheridan Rd.	Lake Forest	IL	60045	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Lake Forest Graduate School of Management	Conway Park 1905 W. Field Court	Lake Forest	IL	60045	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
LARC IL	19043 Wentworth Avenue .	Lansing	IL	60438	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
LatinoJobs.org	Nationwide	Nationwide	Nationwide	Nationwide	Nationwide	tiffany.borski@circaworks.com	Tiffany Borski
LEED - Local Economic Employment Development Council	1866 N Marcey St.	Chicago	IL	60614	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Lewis University	1 University Pkwy	Romeoville	IL	60446	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Lewis University-Romeoville	1 University Pkwy	Romeoville	IL	60446	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Lincoln Park Chamber of Commerce	1925 N. Clybourn, Suite 301	Chicago	IL	60614	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Lincoln-Logan County Chamber	1555 Fifth Street	Lincoln	IL	62656	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Lindenhurst Lake Villa Chamber	500 E. Grand Ave.	Lake Villa	IL	60046	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
LinkedIn	525 W Monroe St #400	Chicago	IL	60661	773-397-4547	jomilton@linkedin.com	John Milton
LISTACareerCenter.com	unknown	National	-	-	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Louisville Urban League	1535 West Broadway	Louisville	KY	40203	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Loyola University	1032 W Sheridan Rd	Chicago	IL	60660	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Loyola University Chicago	1032 W. Sheridan Rd.	Chicago	IL	60660	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
MacCormac College	29 E Madison St.	Chicago	IL	60602	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Marcy-Newberry Association	1073 West Maxwell Street	Chicago	IL	60608	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Maywood Chamber of Commerce	PO BOX 172	Maywood	IL	60153	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Maywood Workforce Center	1701 South 1st Avenue	Maywood	IL	60153	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
McHenry County College	8900 U.S. Highway 14	Crystal Lake	IL	60012	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Michigan City WorkOne Express	302 W 8th Street	Michigan City	IN	46360	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Midwestern University	555 31st Street	Downers Grove	IL	60515	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Military2Career.com	unknown	National	-	-	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Missouri Career Center - Central Kansas City	1740 Paseo Blvd.	Kansas City	MO	64108	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Missouri Career Center - Florissant	4040 Seven Hills Drive Suite 166	Florissant	MO	63033	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Missouri Career Center - Kennett	1100 South By-Pass, Suite 2	Kennett	MO	63857	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Missouri Career Center of St. Charles County	212 Turner Boulevard	St. Peters	MO	63376	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Missouri Career Center- Rolla	706 S. Bishop, Suite A & B	Rolla	MO	65401	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Moody Bible Institute	820 N. LaSalle Blvd.	Chicago	IL	60610	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Moraine Valley Community College	9000 W College Pkwy.	Palos Hills	IL	60465	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Morton College	3801 S Central Ave	Cicero	IL	60804	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Mount Prospect Chamber	107 South Main St.	Mount Prospect	IL	60056	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Mujeres Latinas en AcciÃ³n	2124 W 21st Pl	Chicago	IL	60608	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
NAAAHR - Chicago	1507 E. 53rd St., #207	Chicago	IL	60615	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
NAACPJobFinder.com	unknown	National	-	-	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Naperville Chamber	55 S. Main St. Suite 351	Naperville	IL	60540	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
NAPW.com	unknown	National	-	-	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
National Louis University	122 S Michigan Ave	Chicago	IL	60603	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
National-Louis University	850 Warrenville Rd	Lisle	IL	60532	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
NativeJobs.org	Nationwide	Nationwide	Nationwide	Nationwide	Nationwide	tiffany.borski@circaworks.com	Tiffany Borski
Network of Indian Professionals-Chicago	unknown	Chicago	IL	60657	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Neumann Family Service	5547 N. ravenswood	Chicago	IL	60640	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
New Hope Center	1624 E. 154th Street	Dolton	IL	60419	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Niles Chamber of Commerce & Industry	8060 Oakton St.	Niles	IL	60714	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
North Central College	30 N Brainard St.	Naperville	IL	60540	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
North Park University	3225 W Foster Ave.	Chicago	IL	60625	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Northeastern Illinois University	5500 N St Louis Ave.	Chicago	IL	60625	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Northwestern University	633 Clark St	Evanston	IL	60208	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
NuJobsNetwork.com	unknown	National	-	-	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Oakton Community College	1600 E Golf Rd	Des Plaines	IL	60016	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Options Center for Independent Living	22 Heritage Drive, Suite 107	Bourbonnais	IL	60914	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Oswego Chamber	63 W. Washington	Oswego	IL	60543	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Ottawa Area Chamber	633 LaSalle Street, Suite 401	Ottawa	IL	61350	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
OutProNet.com	unknown	National	-	-	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
OverFiftyJobs.com	Nationwide	Nationwide	Nationwide	Nationwide	Nationwide	tiffany.borski@circaworks.com	Tiffany Borski
Park Lawn	5040 W. 111th St.	Oak Lawn	IL	60453	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Paul Simon Chicago Job Corps Center	3348 S. Kedzie Avenue Chicago, IL 60623	Chicago	IL	60623	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Pekin Area Chamber	402 Court Street	Pekin	IL	61554	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
People Against Violent Environments	PO Box 342	Centralia	IL	62801	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
PeopleSolved	4400 State Hway 121	Lewisville	TX	75056	857-214-5287	thalia.marquez@peoplesolved.com	Thalia Marquez
Peoria Area Chamber of Commerce	100 SW Water Street	Peoria	IL	61602	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Pontiac Area Chamber	210 N. Plum St. PO Box 534	Pontiac	IL	61764	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Prairie State College	202 S Halsted St	Chicago Heights	IL	60411	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
ProAble.net	unknown	National	-	-	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa

ProDivNet.com	unknown	National	-	-	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Professional Diversity Network (PDN)	801 W. Adams Street, Suite 600	Chicago	IL	60607	312-614-0924	mdelarosa@ipdnusa.com	Maribel De La Rosa
Progress Center For Independent Living	7521 Madison St	Forest Park	IL	60130	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Purdue University Calumet	2200 169th St.	Hammond	IN	46323	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Purdue University North Central	1401 U.S. 421	Westville	IN	46391	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Ray Graham Associstion	901 Warrenville Road, Suite 500	Lisle	IL	60532	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Rensselaer WorkOne Express	116 North Van Rensselaer	Rensselaer	IN	47978	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Riverview Center- Galena Office	705 S. Dodge Street	Galena	IL	61036	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Robert Morris College	905 Meridian Lake Dr.	Aurora	IL	60504	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Robert Morris University- Du Page	905 Meridian Lake Dr.	Aurora	IL	60504	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Rochelle Area Chamber of Commerce	1221 Currency Ct	Rochelle	IL	61068	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Roosevelt College	430 S Michigan Ave.	Chicago	IL	60605	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Rush University	600 S Paulina St., Suite 984	Chicago	IL	60612	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Saint Xavier University	3700 W 103rd St.	Chicago	IL	60655	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Sauk Valley Area Chamber	211 Locust St	Sterling	IL	61081	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
School of the Art Institute of Chicago	36 S Wabash Ave.	Chicago	IL	60603	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Scottsburg WorkOne Express	P.O. Box 462 1092 W. Community Way	Scottsburg	IN	47170	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Seguin Services, Inc.	3100 South Central Avenue	Cicero	IL	60804	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Sertoma Centre, Inc	4343 West 123rd Street	Alsip	IL	60803	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Shimer College	3424 S State St.	Chicago	IL	60616	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Shore Community Center	4232 Dempster St.	Skokie	IL	60076	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
SHORE Community Services	8350 Laramie Ave	Skokie	IL	60077	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
South Chicago PArents & Friends, Inc.	10241 S Commercial Ave	Chicago	IL	60617	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
SouthSTAR Services	1005 West End Avenue	Chicago Heights	IL	60411	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Southwestern Illinois workNet Center - East Alton	612 W. St. Louis Avenue	East Alton	IL	62024	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
SPECIAL ED ADVOCACY CENTER NFP	2118 Plum Grove Road, PMB #274, Rolling Meadows, IL	Rolling Meadows	IL	60008	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Spertus Institute	610 S Michigan Ave.	Chicago	IL	60605	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
St. Augustine College (Illinois)	1345 W. Argyle St.	Chicago	IL	60640	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Step Up Women's Network- Chicago	20 North Wacker Drive, Suite 1330	Chicago	IL	60606	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Sullivan WorkOne Express Western Indiana	35 W. Jackson St.	Sullivan	IN	47882	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Team Work Englewood	815 W 63rd St # 2	Chicago	IL	60621	(773) 488-6600	severett@teamworkenglewood.org	Sir Everett
The Cara Program	237 S. Des Plaines St.	Chicago	IL	60661	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
The Chicago Area Gay & Lesbian Chamber of Commerce	3179 N. Clark St., 2nd Floor of MB Bank	Chicago	IL	60657	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
The Chicago Lighthouse for People Who Are Blind or Visually Impaired	1850 West Roosevelt Road	Chicago	IL	60608	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
The Inner Voice, Inc	567 W. Lake Street, Suite 1150	Chicago	IL	60661	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
THEGRIOJOBS.COM	unknown	National	-	-	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Thresholds	4101 N Ravenswood Ave	Chicago	IL	60613	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Toyota Technological Institute at Chicago	6045 S. Kenwood Ave.	Chicago	IL	60637	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Trilogy	1400 W. Greenleaf	Chicago	IL	60626	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Trinity Christian College	6601 W College Dr	Palos Heights	IL	60463	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Trinity International University	2065 Half Day Rd.	Deerfield	IL	60015	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Triton College	2000 5th Ave.	River Grove	IL	60171	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
United Cerebral Palsy of Greater Chicago	3100 S Central Ave	Cicero	IL	60804	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
University of Chicago	5801 S Ellis Ave.	Chicago	IL	60637	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
University of Illinois at Chicago	2035 W Taylor St.	Chicago	IL	60612	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
University of Saint Mary of the Lake	1000 East Maple Avenue	Mundelein	IL	60060	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
University of St. Francis	500 Wilcox St.	Joliet	IL	60435	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
University of St. Francis- Joliet	500 Wilcox St.	Joliet	IL	60435	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
UPS for DownS	1070 S. Roselle Rd.	Schaumburg	IL	60193	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Upwardly Global	180 N Wabash Ave, Chicago, IL 60601	Chicago	IL	60601	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Urban League of Lexington-Fayette County	148 DeWeese Street	Lexington	KY	40507	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Valparaiso University	1700 Chapel Dr.	Valparaiso	IN	46383	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
VeteranJobs.net	Nationwide	Nationwide	Nationwide	Nationwide	Nationwide	tiffany.borski@circaworks.com	Tiffany Borski
VetExchangeCareers.com	unknown	National	-	-	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Vocamotive	120 E. Ogden Ave, Suite 16A	Hinsdale	IL	60521	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Washington WorkOne Express Daviess County	219 East Main Street	Washington	IN	47501	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
WeHireWomen.com	Nationwide	Nationwide	Nationwide	Nationwide	Nationwide	tiffany.borski@circaworks.com	Tiffany Borski
Wesley House Community Services	5114 Preston Hwy.	Louisville	KY	40213	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Wheaton College (Illinois)	501 College Avenue	Wheaton	IL	60187	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Wings Program	P.O. Box 95615	Palatine	IL	60095	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Women Employed	65 E. Wacker Place, Suite 1500	Chicago	IL	60601	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Women's Center- Northwestern University	2000 Sheridan Road	Evanston	IL	60208	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
WomensCareerChannel.com	unknown	National	-	-	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
Workforce Center of Will County	2400 Glenwood Avenue	Joliet	IL	60435	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa

WorkOne - Hammond	5265 Hohman Ave	Hammond	IN	46320	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
WorkOne - Portage	1575 Adler Circle	Portage	IN	46368	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
YMCA of Greater Louisville- Chestnut Street Family YMCA	930 West Chestnut Street	Louisville	KY	40203	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
YWCA Evanston/North Shore	1215 Church Street	Evanston	IL	60201	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
YWCA Lake County	1425 Tri-State Parkway, Suite 180	Gurnee	IL	60031	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
YWCA Metropolitan Chicago	1 North LaSalle Street, Suite 1150	Chicago	IL	60602	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
YWCA of Northwest Indiana	150 W 15th Ave	Gary	IN	46407	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
YWCA- Aurora	441 S. Randall Rd.	Aurora	IL	60506	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa
YWCA- Elgin	220 East Chicago St.	Elgin	IL	60120	312-614-0941	mdelarosa@ipdnusa.com	Maribel De La Rosa

RCN Telecom Svc
Chicago Market FCC General Recruitment Report - 76.1702(b)(3)
July 15, 2021 through July 14, 2022

Outreach Efforts	Sponsor	Date	Description
Career Fair			
	Catalyst Group, Virtual Chicagoland Diversity Job Fair	7/28/2021	Virtual Job Fair
	PDN: Chicago Diversity Virtual Career Fair	10/26/2021	Virtual Job Fair
	Catalyst Group, Virtual Chicagoland Diversity Job Fair	2/23/2022	Virtual Job Fair
	Catalyst Group, Virtual Chicagoland Diversity Job Fair	5/25/2022	Virtual Job Fair
Candidate Referrals			
	Addeco	Ongoing	Provided temporary & permanent candidates
	Addison Group	Ongoing	Provided temporary candidates
	Catalyst Career Group	Ongoing	Recruited open positions
	Circa	Ongoing	Recrutied for open poisitions
	Employee Referral Program	Ongoing	Current employees referring candidates to various positions
	Illinois Job Link (unemployment)	Ongoing	Recruited open positions
	Indeed	Ongoing	Recruited open positions
	LinkedIn	Ongoing	Recruited open positions
	PDN Recruits	Ongoing	Recruited open positions
	Rcn.com /Astound.com	Ongoing	Recruited open positions
	PeopleSolved	Ongoing	Provided permanent candidates
	Team Work Englwood	Ongoing	Recrutied for dispatch positions
	Centers for New Horizons	Ongoing	Recrutied for dispatch positions
Training			
	01.01 Employers, Workers, and OSHA	2021 to 2022	Operations
	04.14 Drive Defensively	2021 to 2022	All Employees
	1.1: Meeting Managerial Responsibilities (Management Essentials Interactive Manual)	6/22	Managers
	1.2 Communicating Effectively (Management Essentials Interactive Manual)	6/22	Managers
	1.2G Speeds Launch August 2022	7/22	Customer Services, Payment Processing, Marketing
	1.2Gb Internet Speeds Launch-Technical	7/22	Technicians
	1.3 Building Work Relationships (Management Essentials Interactive Manual)	6/22	Managers
	1.4: Leading Others (Management Essentials Interactive Manual)	6/22	Managers
	10 Soft Skills You Need	Ongoing	All Employees
	10 Steps to Safe Backing and Parking	1/22	Technicians and Sales
	13.59 Working Around Aerial Power Lines	Ongoing	Technicians
	13.62 Foreign Voltage Detector	5/22	Technicians
	2 Steps to Become More Productive	2/22	Operations
	2.1: Setting the Stage for Excellent Performance (Management Essentials Interactive Manual)	6/22	Managers
	2.2: Clarifying Expectations and Observing Performance (Management Essentials Interactive Man	6/22	Managers
	2.3: Coaching and Providing Balanced Feedback (Management Essentials Interactive Manual)	6/22	Managers
	2.4: Dealing with Challenging Performance Situations (Management Essentials Interactive Manual	6/22	Managers
	3.1: Managing Time and Priorities (Management Essentials Interactive Manual)	5/22	Managers
	5G & 5G Home Internet	7/22	Technicians
	Active Listening: A Practical Approach	Ongoing	Residential Sales and Operations
	Adding Goals in UKG	1/22	Technicians
	Administrative Office Procedures	2/22	Operations

	Advantages of Writing Your Performance Review	1/22	Managers	
	Aerial Lift/Bucket Truck Certification - Brownwood	7/22	Technician	
	Affordable Connectivity Program (ACP) Update	2/22	All Employees	
	Affordable Connectivity Program (ACP)/Emergency Broadband Benefits (EBB) Overview	9/21	All Employees	
	Alpha Pocket Guide	6/22	IT	
	Analiti Internet Reporting	Ongoing	Technicians, Order Entry Team	
	Analiti Internet Testing and Reporting	9/21	Dispatch	
	ArcFM NIMS Viewer	7/22	Residential Sales and Operations	
	ArcFM NIMS Viewer Basics	7/22	Residential Sales and Operations	
	ArcFM NIMS Viewer Document	7/22	Operations	
	Asbuilt Policy & Procedure	1/22	Operations	
	Asbuilts Policy & Procedure Quiz	1/22	Operations	
	Assessing the Value of Your Employees	1/22	Technicians	
	Astound TV - Internet Based TV (Care Training)	Ongoing	Dispatch and Payment Processing	
	Astound TV (IPTV) Basics Aug 2022 Launch	7/22	Managers	
	Astound TV+	4/22	All Employees	
	Astound TV+ DSR's Customer Training FAQ Document Only	6/22	Residential Sales	
	Astound TV+ DSR's Customer Training with Q&A	6/22	Residential Sales	
	Astound TV+ for IPTV-Technical	4/22	Technicians, Order Entry Team, Quality Assurance	
	Back To Basics-Cable Math	3/22	Technicians	
	Back to School- Driver's Safety	8/21	All Employees	
	Balancing Nodes and Actives	1/22	Operations	
	BOLT - TiVo Diagnostics	Ongoing	Dispatch, Order Entry Team, & Operations	
	BOLT Bill With Accounts	7/22	Order Entry Team	
	BOLT Data User Tab Changes	6/22	Order Entry Team	
	BOLT Overview Webinar - RSRs	3/22	Order Entry Team, Residential Sales	
	BOLT RT - Introduction & Running Reports	4/22	Residential Sales	
	BOLT RT - Introduction	Ongoing	Operations	
	Bucket Truck Operation & Safety	7/22	Operations	
	Business Etiquette (Video)	4/22	Technicians	
	Business Solutions - East Coast Sales New Hire - April22	4/22	Technicians	
	Business Solutions: AWS Direct Connect	4/22	Residential Sales	
	Business Solutions: Business TV	3/22	Business Solutions	
	Business Solutions: Business Wi-Fi Tech (Meraki)	4/22	Residential Sales	
	Business Solutions: Business Wi-Fi Tech Ops	3/22	Residential Sales	
	Business Solutions: Create GeoResults List in NIMS (Sugar/ICOMS)	3/22	Residential Sales	
	Business Solutions: Dark Fiber Review and Approval Process	4/22	Residential Sales	
	Business Solutions: Enterprise and GEMS Accounts Ownership Guidelines	4/22	Managers	
	Business Solutions: Enterprise Hosted Voice | UCaaS Alignment	3/22	Residential Sales	
	Business Solutions: Ethernet Overview	Ongoing	Residential Sales and Operations	
	Business Solutions: Federal USF Exemption Process	5/22	Residential Sales	
	Business Solutions: GeoMarketView Overview	Ongoing	Residential Sales	
	Business Solutions: Hosted Voice Overview	Ongoing	Residential Sales	
	Business Solutions: Internal Referral Process	4/22	Residential Sales	
	Business Solutions: Internet Overview	Ongoing	Residential Sales	
	Business Solutions: LinkedIn Navigator Overview	3/22	Residential Sales	
	Business Solutions: MACD Process	4/22	Residential Sales	
	Business Solutions: Marketing Overview	Ongoing	Residential Sales	
	Business Solutions: MS Azure ExpressRoute Overview	3/22	Residential Sales	
	Business Solutions: NIMS OSP Viewer 2	Ongoing	Residential Sales	
	Business Solutions: Onboarding Sales, Product, & Systems	Ongoing	Residential Sales	
	Business Solutions: Pitch and Discovery Using the Product Family	3/22	Residential Sales	
	Business Solutions: Poly CCX 500 & CCX 600 Phones	3/22	Residential Sales	

	Business Solutions: Poly Rove 30 and B2 Base	7/22	Technicians	
	Business Solutions: Product Overview	Ongoing	Residential Sales	
	Business Solutions: ROE Sugar Guide	Ongoing	Residential Sales	
	Business Solutions: Rules of Engagement	Ongoing	Residential Sales	
	Business Solutions: SD-WAN Basic Troubleshooting	7/22	Residential Sales	
	Business Solutions: SD-WAN Installation Tech Ops Field Guide	7/22	Residential Sales	
	Business Solutions: SD-WAN Overview	Ongoing	Residential Sales	
	Business Solutions: SMB UCaaS (Hosted Voice)	3/22	Residential Sales and Operations	
	Business Solutions: Sugar Complete Overview	Ongoing	Operations	
	Business Solutions: Sugar Sales Stages	Ongoing	Residential Sales	
	Business Solutions: Tax Matrix	5/22	Residential Sales	
	Business Solutions: Virtual Office (Early Adopter Program)	7/22	Residential Sales	
	Business Solutions: VP Check-In Worksheet (45 Day)	2/22	Operations	
	Business Solutions: Wavelength Overview	Ongoing	Residential Sales and Operations	
	Business WIFI - Meraki Dashboard	7/22	Residential Sales	
	CCA - Aspect	10/21	Dispatch	
	CCA - ICOMS Basics	Ongoing	Order Entry Team, Dispatch, Operations	
	CCA - Products and Services	9/21	Dispatch	
	Comprehensive ICOMS Order Entry for Wave	2/22	Operations	
	Conducting Interviews	7/22	Managers	
	ConnectNow - Video Conferencing	3/22	Residential Sales	
	Customizing Astound Phone Service	6/22	Technicians	
	Disney-ESPN Contract Dispute	12/21	Technicians, Residential Sales, Order Entry, and Payment Center	
	DSR Onboarding - Systems Overview	4/22	Residential Sales	
	DSR Order Entry Tool - ShopNow (Demo)	4/22	Residential Sales	
	eero Plus	3/22	Residential Sales	
	Eero Pro 6	3/22	Technicians	
	Electrical Safety	2/22-7/22	Technicians	
	Email Basics	Ongoing	Collections	
	Emotional Intelligence	9/21-1/22	Operations	
	Enhanced Whole Home Wireless powered by eero	3/22	Residential Sales and Technicians	
	eNPS Training	5/22	Managers	
	Evolution Cable Modem- EVO2100CM	11/21-12/21	Technicians	
	Facility Visitor Policy 6.3.22	6/22	All Employees	
	Fall Back into Safe Driving Habits	11/21	Technicians and Residential Sales	
	Get Smart Pitch and Discovery Presentation	Ongoing	Business Solutions	
	Get Smart: AWS	Ongoing	Business Solutions	
	Get Smart: AWS Follow Up Session	Ongoing	Business Solutions	
	Get Smart: Ethernet-Wavelength (High Capacity Market Insights)	Ongoing	Business Solutions	
	Get Smart: Pitch and Discovery	Ongoing	Business Solutions	
	Get Smart: UCAAS-HV Seat Restructure	Ongoing	Business Solutions	
	Get-Smart-AWS-10-16-20	Ongoing	Business Solutions	
	Get-Smart-Ethernet-Wavelength-7-17-20	Ongoing	Business Solutions	
	Get-Smart-UCAAS-HV-Seat-Restructure-8-25-21	Ongoing	Business Solutions	
	getSMART Residential: eero Pro 6, Base & Beacon	Ongoing	Residential Sales	
	GROW Your Employees	8/21	Managers	
	Having the Sales Conversation - IPTV	Ongoing	Residential Sales	
	HBO Max FAQ	Ongoing	Residential Sales	
	How it Works: Cable Modem	Ongoing	Business Solutions	
	How it Works: Cable Plant Overview	Ongoing	All Employees	
	How it Works: DIA	Ongoing	Business Solutions	
	How it Works: GPON (Fiber to the x)	Ongoing	Business Solutions	
	How it Works: Wi-Fi Overview	Ongoing	All Employees	

	HR Macro Attack (Vishing 3)	Ongoing	All Employees	
	HV - Battlecard - vs. 8X8 Hosted PBX	3/22	Business Solutions	
	HV - Battlecard - vs. RingCentral Virtual PBX	3/22	Business Solutions	
	HV - Competitive Intelligence Brochure	3/22	Business Solutions	
	HV - Training Presentation - AE	3/22	Business Solutions	
	ICOMS - Batch Corrections (Document)	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - Data User (DU) Screen	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - Add Customer CPNI Information	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - Adjustments and Credits	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - Assign and Remove Equipment to a Tech	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - Building addresses, quota, and equipment for training	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - Cable & Data Installation	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - Change an Existing Work Order	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - Check Quota Availability	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - Create a Trouble Call Work Order	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - Credit Check	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - Customer Owned Modem	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - Find an Account	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - Following up on Open-Work Orders (DSRs)	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - GL Screen	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - Identify Tech Progress	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - Logging Into ICOMS	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - Look Up an Account (Dispatch)	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - Open & Close Quota in the Pool	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - Open a New Batch & Close a Batch	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - Phone Installation (Video)	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - Ported Phone Installation	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - Pull Up Equipment in Detail Screen	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - Q Codes	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - Remove Equipment From an Acct. & Return to a Tech Acct.	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - Taking a Cash Payment	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS - Transfer an Account to a New Address	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS -Take a Payment & Close a Batch	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS "Pop" Quiz	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS Full Training Manual-Grande	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS Genius Cards	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS Installation	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS Manual	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS Occurrences	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS Prerequisites	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS Prerequisites	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS Prerequisites	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS View-Only Cheat Sheet	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS View-Only Guide	4/22	Order Entry, Payment Center & Dispatch	
	ICOMS, BOLT, WFA, Merlin Overview WOW Operations	4/22	Operations	
	Improve Team Engagement through Remote Team Building	10/21	Managers	
	In-Home Customer Experience: Technicians	4/22	Technicians	
	Influencer Foundations: Coaching and Training Peers	10/21	Managers	
	Internet Troubleshooting Basics	Ongoing	Order Entry Team	
	Introduction to BOLT	Ongoing	Order Entry, Dispatch, and Payment Center	
	Introduction to ICOMS and BOLT	Ongoing	Order Entry, Dispatch, and Payment Center	
	IPTV - Installation Process SEI	4/22	Technicians	
	IPTV - Product Overview - SEI	4/22	Technicians	

	IPTV Features-Demo	9/21	Residential Sales and Payment Center	
	IPTV Introduction - Sales and Front Counter	9/21	Residential Sales and Payment Center	
	IPTV Overview	Ongoing	Order Entry Team	
	IPTV Refresher	9/21	Technicians	
	IPTV Roll Out for Technical Staff	4/22	Technicians	
	IPTV Tab-Merlin	Ongoing	Technicians	
	IPTV Technician Overview Amino STB	9/21	Technicians	
	IPTV Technician Troubleshooting-SEI	4/22	Technicians	
	Ladder Certification - Practical Observation	2/22	Technicians	
	Ladder Certification - Practical Observation Form	2/22	Technicians	
	Ladder Handling and Working Aloft	2/22	Technicians	
	Let's Sell: Initial Meeting Cheat Sheet	Ongoing	Business Solutions	
	Let's Sell: Powering the Connected Home (Residential Product)	Ongoing	Residential Sales	
	Let's Sell: The Marketing & Sales Funnel	Ongoing	Business Solutions	
	Let's Sell: The Six Components of a Sale (Commercial)	Ongoing	Business Solutions	
	Management Essentials	7/22	Managers	
	Management Essentials Participant Intro Video	5/22	Managers	
	Merlin Feature Overview	4/22	Order Entry Team	
	Merlin/BSM --Chicago Dispatch	10/21	Dispatch	
	Micro Lesson: Being Intentional	8/21	Managers	
	Netgear Nighthawk Pro Gaming Wi-Fi Overview	6/22	All Employees	
	Netgear Nighthawk XR1000 Gaming Router Technical Job Aid	5/22	Technicians	
	Netgear Nighthawk XR1000 Gaming Router-Technical	5/22	Technicians	
	Netgear XR1000 Gaming Router-Technical	5/22	Technicians	
	NIMS Introduction (Interview)	Ongoing	Business Solutions	
	No Contact Installs-Technical	Ongoing	Technicians	
	Payment Card Industry Data Security Standard (PCI DSS)	7/22	All Employees	
	PCI Security Awareness Training and 6 Policy Review	7/22	All Employees	
	Product Focus: eero	Ongoing	Residential Sales	
	Quit Wasting Time! Refresh your Meetings to Be Short and on Task	7/22	Managers	
	Resolving Workplace Conflict	Ongoing	Managers	
	Retention 101	Ongoing	Payment Center	
	Retention Part 1: Saving the Day	Ongoing	Payment Center	
	Retention Part 2: Say Yes to the BEST	Ongoing	Payment Center	
	RT Administrative Overview	10/21	Dispatch	
	SITE 14 - ILLINOIS - Astound DSR Order Entry Tool Training	4/22	Residential Sales	
	Situational Awareness	3/22	All Employees	
	Social Engineering	2/22	All Employees	
	Social Engineering Red Flags	2/22	All Employees	
	Sonos - Whole Home Audio Solution	Ongoing	Residential Sales	
	Sugar -Monthly Release June 2022	7/22	Commercial Sales	
	Swapping, Picking Up, and Shipping Equipment	1/22	Order Entry Team	
	Telephone Etiquette	Ongoing	All Employees	
	Time Management	Ongoing	Operations	
	Tips for Creating a Strong Password 6.3.22	6/22	All Employees	
	Tips to Work Effectively When Out of the Office	Ongoing	Managers	
	TiVo Stream 4K	5/22	Technicians	
	TiVo Stream 4K - Sales and Retail	5/22	Residential Sales & Payment Center	
	TiVo TE4 Technical	Ongoing	Technicians	
	Truth in Billing (Residential Customers)	Ongoing	All New Hires	
	UKG Pro Training for Employees	Ongoing	All New Hires	
	Understanding Basic WiFi	3/22	Technicians	
	UTA - Employee General Overview	Ongoing	All New Hires	

	What is Astound Business Solutions?	Ongoing	Business Solutions	
	WorkAssure Mobile Updates	10/21	Technicians	
	WOW Conversion Basics	4/22	Dispatch & Order Entry Team	
	WOW Cross Training	7/22	Operations	
	WOW Merlin Demo	4/22	Technicians	
	WOW Merlin demo day 2	5/22	Technicians	

FCC Annual Recruitment Source Evaluation - 76.1702(b)(4)

Chicago FCC Applicant Source Report - 76.1702(b)(4)
July 15, 2021 through July 14, 2022

Job Titles of Positions Filled with External Hires	3rd Party Agency			Appcast			Astound Broadband Internal Posting			Astound Broadband Website - Careers Page			Billboard			Careerbuilder			Channel 4			College Website			Craigslist			Dice		
	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires
Building Relations Rep	0	0	0	0	0	0	0	0	0	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Building Relations Rep	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Buisness Development Manager	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Buisness Development Manager, Resi.	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Buisness Development Manager, Resi.	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CPE/Warehouse Technician	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	2	1	0	0	0
CPE/Warehouse Technician	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CPE/Warehouse Technician	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Customer Care Advocate	1	1	1	0	0	0	2	1	0	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Inter Network Design Engineer	0	0	0	0	0	0	4	3	1	6	1	0	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0	1	0	0
Direct Sales Rep- SFU	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Direct Sales Rep- SFU	1	1	0	6	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Direct Sales Rep- SFU	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dispatcher	0	0	0	0	0	0	1	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dispatcher	0	0	0	0	0	0	0	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dispatcher	2	1	0	36	13	1	1	1	0	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dispatcher	0	0	0	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Enterprise Account Executive	7	4	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Enterprise Account Executive	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Human Resource Generalist	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Implementation Project Manager II	0	0	0	0	0	0	1	1	0	0	0	0	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Installation Repair Tech.	0	0	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Installation Repair Tech.	0	0	0	5	3	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Installation Repair Tech.	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Installation Repair Tech.	0	0	0	3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Installation Repair Tech.	0	0	0	5	0	0	1	0	0	5	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Installation Repair Tech.	0	0	0	1	1	0	0	0	0	1	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Installation Repair Tech.	0	0	0	0	0	0	0	0	0	2	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LAN Administrator	0	0	0	15	4	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager Finance	0	0	0	3	0	0	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Marketing Coordinator	0	0	0	16	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Marketing Coordinator	0	0	0	7	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Optical Engineer	1	0	0	3	0	0	5	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Payment Processor	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Project Manager	0	0	0	0	0	0	3	0	0	4	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Recruiter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Engineer	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Sales Engineer	0	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SMB Account Executive	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SR Director Finance	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Supervisor Installation 2	0	0	0	0	0	0	2	2	0	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Supervisor Installation 2	1	1	0	0	0	0	6	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Systems Maintenance Tech	0	0	0	0	0	0	4	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Trainer & Curriculum Consultant	0	0	0	6	3	1	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Warehouse Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Job Titles of Positions Filled With Internal Hires																														
	19	13	4	122	34	4	38	21	2	45	21	4	3	0	0	10	3	1	1	0	0	0	0	0	6	2	1	1	0	0
Buisness Development Manager	0	0	0	0	0	0	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CPE/Warehouse Tech.	1	1	0	0	0	0	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11	2	0	0	0	0
Dispatcher Supervisor	0	0	0	2	1	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dispatcher Supervisor	1	1	0	0	0	0	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fiber Manager	0	0	0	0	0	0	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Human Resources Generalist	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager Outside Plant	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager Operations	0	0	0	0	0	0	2	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Manager Construction	0	0	0	0	0	0	2	2	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR Construction	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager Commerical Operations	0	0	0	0	0	0	4	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technical Project Manager	1	0	0	0	0	0	6	3	1	3	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0
Quota Traffic Coordinator	0	0	0	0	0	0	3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Manager Commercial	0	0	0	1	0	0	4	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Manager Operations	0	0	0	0	0	0	4	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Seinor Manager Operations	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SR Manager Sales, Buisness Development	1	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Supervisor Field Service	0	0	0	0	0	0	5	4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Supervisor Field Service	0	0	0	0	0	0	3	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Supervisor System	0	0	0	0	0	0	4	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
System Maintenance Tech.	0	0	0	0	0	0	1	1	1	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4	2	0	3	1	0	51	40	21	12	3	0	1	0	0	0	0	0	0	0	0	1	0	0	11	2	0	1	0	0
Combined Total	23	15	4	125	35	4	89	61	23	57	24	4	4	0	0	10	3	1	1	0	0	1	0	0	17	4	1	2	0	0

Employee Referral			Facebook			Former Employee			Glassdoor			Indeed			Jobfair			Lensa			LinkedIn			LinkUp			Movie Theatre			Postcard Mailer			Professional Diversity Network		
# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires
1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	1	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	3	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1	1	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0
1	1	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0	8	2	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
2	0	0	1	0	0	0	0	0	3	0	0	9	0	0	0	0	0	0	0	0	49	0	0	0	0	0	0	0	0	0	0	0	1	0	0
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Professional Job Board			Professional/Business Referral			Radio Advertising			RecruitUSA			State Job Board			TV Advertising			Veteran's job boards			Word of Mouth			ZipRecruiter			Totals		
# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires	# of Applicants	# of Interviews	# of Hires
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0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	4	1
1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	1	0	0	79	3	1
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	1
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	12	2	1
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	4	1
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	31	3	1
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	4	1
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	1
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	4	1
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7	5	1
1	0	0	1	1	0	1	1	0	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	5	1	0	229	62	21
9	2	0	2	2	0	1	1	0	1	1	0	3	0	0	1	0	0	1	1	0	11	4	2	13	1	0	1053	299	69

FCC Annual Report
Chicago Market
Source Recruitment Evaluation - 76.1702(b)(4)
July 15, 2021 through July 14, 2022

Referral Type	# of Applicants	# of Interviewees	# of Hires
3rd Party Agency	23	15	4
Appcast	125	35	4
Astound Broadband Internal Posting	89	61	23
Astound Broadband Website - Careers Page	57	24	4
Billboard	4	0	0
Careerbuilder	10	3	1
Channel 4	1	0	0
College Website	1	0	0
Craigslist	17	4	1
Dice	2	0	0
Employee Referral	44	21	7
Facebook	2	1	0
Former Employee	3	1	1
Glassdoor	5	0	0
Indeed	382	75	14
Jobfair	7	0	0
Lensa	1	0	0
LinkedIn	231	46	8
LinkUp	1	0	0
Movie Theatre	1	0	0
Postcard Mailer	1	0	0
Professional Diversity Network	4	1	0
Professional Job Board	9	2	0
Professional/Business Referral	2	2	0
Radio Advertising	1	1	0
RecruitUSA	1	1	0
State Job Board	3	0	0
TV Advertising	1	0	0
Veteran's job boards	1	1	0
Word of Mouth	11	4	2
ZipRecruiter	13	1	0
	1053	299	69