FCC/EEO Program Annual Record Havertown

Full Time Vacancies - 76.172(b)(1) July 15, 2021 through July 14, 2022

FCC Unit ID #	Description	Job Title	Vacancies
11834	Havertown	Direct Sales Representative	1
11834	Havertown	Direct Sales Representative - Part Time	1
11834	Havertown	Direct Sales Representative	1
11834	Havertown	Seasonal Direct Sales Representative	1
11834	Havertown	Seasonal Direct Sales Representative	1
		Total	5

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			Havertown	wn		
	Recruitment 9	Sources Utilized	or Vacar	Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)		
		July 15, 2021 - July 14, 2022	21 - July	14, 2022		
Name of Source	Address	City	State	Zip Phone	email	Contact Name
RCN Website - Careers Page	650 College Road East	Princeton	S	08540 425-217-4200	Tracy.Brutcher@astound.com	Tracy Brutcher
RCN Employee Referral Program	650 College Road East	Princeton	Z	08540 425-217-4200	Tracy.Brutcher@astound.com	Tracy Brutcher
RCN Internal Job Posting - Internal Candidates	650 College Road East	Princeton	Z	08540 425-217-4200	Tracy.Brutcher@astound.com	Tracy Brutcher
RCN Channel 4	7249 Airport Road	Bath	PA	18014 610-443-2909	Rick.geho@astound.com	Rick Geho
RCN Former Employees - Rehires	2124 Ave. C	Bethlehem	PA	18017 610-419-2722	Bryan.Jung@astound.com	Bryan Jung
Contractors	7250 Airport Road	Bath	PA	18015 610-443-2910	Rick.geho@astound.com	Rick Geho
DCTMA Employment and Career Expo	102 West Front Street	Media	PA	19063 484-445-2077	lfink@dctma.org	Lauren Amway Fink
Delaware County Workforce Development Board Job F 194 Sproul Road	F 194 Sproul Road	Springfield	PA	19064 484-848-6620	barksdalea@co.delaware.pa.us	Allison Francis Barksdale
Professional Referrals	2124 Ave. C.	Bethlehem	PA	18017 610-419-2722	Bryan.Jung@astound.com	Bryan Jung
RCN - Job openings flier - Customer lobby	2124 Avenue C	Bethlehem	PA	18017 610-419-2722	Bryan.Jung@astound.com	Bryan Jung
Indeed.com Job Postings (via Buyer Advertising)	online			781-635-9398	mnugent@buyerads.com	Matthew Nugent
College Central Network Job Postings	online			610-419-2722	Bryan.Jung@astound.com	Bryan Jung
ZipRecruiter Job Postings (via Buyer Advertising)	online			781-635-9398	mnugent@buyerads.com	Matthew Nugent
Jobs2Careers Job Postings (via Buyer Advertising)	online			781-635-9398	mnugent@buyerads.com	Matthew Nugent
Monster Job Postings (via Buyer Advertising)	online			781-635-9398	mnugent@buyerads.com	Matthew Nugent
Appcast Xcelerate (via Buyer Advertising)	online			781-635-9398	mnugent@buyerads.com	Matthew Nugent
Facebook/Twitter/Instagram	online			610-443-2868	Kimberly.Hellwig@astound.com	Kimberly Hellwig
TV Commercials				610-443-2868	Kimberly.Hellwig@astound.com	Kimberly Hellwig
AfricanAmericanHires.com (via Circa)	online			610-419-2722	Bryan.Jung@astound.com	Bryan Jung
AllLGBTJobs.com (via Circa)	online			610-419-2722	Bryan.Jung@astound.com	Bryan Jung
AsianHires.com (via Circa)	online			610-419-2722	Bryan.Jung@astound.com	Bryan Jung
VeteranJobs.net (via Circa)	online			610-419-2722	Bryan.Jung@astound.com	Bryan Jung
DisabilityJobs.net (via Circa)	online			610-419-2722	Bryan.Jung@astound.com	Bryan Jung
LatinoJobs.org (via Circa)	online			610-419-2722	Bryan.Jung@astound.com	Bryan Jung
OverFiftyJobs.com (via Circa)	online			610-419-2722	Bryan.Jung@astound.com	Bryan Jung
NativeJobs.org (via Circa)	online			610-419-2722	Bryan.Jung@astound.com	Bryan Jung
WeHireWomen.com (via Circa)	online			610-419-2722	Bryan.Jung@astound.com	Bryan Jung
DiversityJobs.com (via Circa)	online			610-419-2722	Bryan.Jung@astound.com	Bryan Jung

Safety Training (assigned) Employee Training (assigned) Technical Training Employee Referral Program RCN Channel 4 / Channel 8 Outreach Efforts Technical Training Technical Training Location RCN RCN RCN RCN RCN RCN RCN Sponsor July 15, 2021 through July 14, 2022 **RCN Corporation** Ongoing Ongoing Date Ongoing Ongoing 21-Sep Rate Event Fall 2021 21-Sep Phishing Prevention 2021 22-May Affordable Connectivity Program (ACP) Update 22-May Severe Weather 21-Dec Preparing for Winter Weather-2021 21-Sep Basic First Aid 22-Jun PCI Training Policy 6.3.22 22-Jun PCI Security Awareness Training and 6 Policy Review 21-Jul Google 2-Step Verification 22-Jun PCI Breach - What Should You Do? 6.3.22 21-Aug Disney-ESPN Contract Dispute 22-Feb Electrical Safety 21-Oct 2021 Basic Fire Prevention 21-Nov Fall Back into Safe Driving Habits 21-Aug Back to School- Driver's Safety 22-Jun PCI Employee Policy 6.3.22 22-Jun Facility Visitor Policy 6.3.22 21-Oct Eero Pro 6 22-Jun Heat Illness Awareness and Prevention 22-Apr Bloodborne Pathogens 22-Mar Situational Awareness 22-Jun PCI Employee Computer Usage Policy 6.3.22 22-Jul 5G & 5G Home Internet 22-Jul Animal Awareness 21-Jul Office Safety National Ssafety Council DDC Tips for Creating a Strong Password 6.3.22 included in the certification curriculum technology. SCTE Training to certify proficiency in the subject matter related to the RF distribution It includes customer service, troubleshooting, test equipment, measurements and support diversity in hiring SCTE Training to covers the knowledge needed to install and troubleshoot triple play RCN Employee Referral Program to incent employees to help identify candidates and Run an advertisement on RCN Channel 4 in Lehigh Valley and Channel 8 in Delaware Defensive Driver Course - Defensive driver training - 5 classes - 8 hours for the of signals. All aspects of the network from the optical node to the distribution tap are instruction in the latest technologies, such as MoCA, IPv6, and digital home services (voice, video, and data) for residential cable telecommunications customers. RCN.com - careers and apply for open positions of interest County sharing open positions and general advertisement to have candidates go to service restoration related to industry-wide standards and practices, as well as Description FCC General Recruitment Report - 76.1702(b)(3)

Federal Tax Form (W4)	Ongoing		
Employee Passport	Ongoing		
Employee Handbook	Ongoing	The state of the s	
Drug and Alcohol Policy	Ongoing		
Drug and Alcohol Acknowledgment Form	Ongoing		
CPNI (Course and Quiz)	Ongoing	ALALA ALALA ALALA MANANA ALALAMANA A	OOMANAMATI HITTORY CONTROL TO THE CO
Code of Business Conduct (Course & Quiz)	Ongoing		1. I. A. I.
Benefits Enrollment Receipt & Acknowledgment	Ongoing		
Attendance Policy - RCN	Ongoing		New Hire Training (assigned)
UKG Pro Employee Record	Ongoing		
ServiceNow Overview	Ongoing		
Bring Your Own Modem (BYOM)	Ongoing		
Work Orders and Quota	Ongoing		
ReQlogic: Logging in and submitting an expense report	Ongoing		
AskLexi: Create a Quiz	Ongoing		
TīVo Stream 4K and Sling TV	Ongoing		
Great Managers Help People Hone Their Strengths	Ongoing	Additional physical property and the state of the state o	
ICOMS - Taking a Cash Payment	Ongoing		A LANGE AND A LANG
Business Solutions: SMB UCaaS (Hosted Voice)	Ongoing		
Rules of Engagement Update	Ongoing		
Business Solutions: Rules of Engagement	Ongoing		
Active Listening: A Practical Approach	Ongoing		
Rules of Engagement v1.4	Ongoing		
You Are the Shield	Ongoing		
Social Networks	Ongoing		
Influencer Foundations: Critical Thinking & Problem Solving	Ongoing		
COVID Assistance Program Update FYI	Ongoing		
Micro Lesson: Being Intentional	Ongoing		A COLD LOCATION OF THE PROPERTY OF THE PROPERT
Astound TV+ DSR's Customer Training with Q&A	Ongoing		
2021 RCN/Grande Benefits Link	Ongoing		
DSR Onboarding Checklist (Example)	Ongoing	The second section of the sect	
ICOMS - Cable & Data Installation	Ongoing		
ICOMS - Look Up an Account (Dispatch)	Ongoing		1 to the state of
ICOMS - Data User (DU) Screen	Ongoing		
Conflict Resolution Styles	Ongoing	A DO CALLER WAS A PROBLEM PROPERTY BUT WAS THE	
Netgear XR1000 Gaming Router-Technical	Ongoing		CALCOLAR DISCONDING THE THEORY THE THEORY THE THEORY THEOR
Wellbeing and Resilience Workshop	Ongoing	the state of the s	The state of the s
WorkAssure Mobile Updates	Ongoing		A == 11000000000000000000000000000000000
Astound TV+ for IPTV-Technical	Ongoing		
Astound TV+ DSR's Customer Training FAQ Document Only	Ongoing		
Astound TV+ DSR's Customer Training FAQ Document Only	Ongoing		
Snapshot: Rate Event 2021	Ongoing		
HBO Max FAQ	Ongoing		
Introducing HBO Max	Ongoing		
2022 Kick Off All Hands Meeting	Ongoing		AND
Astound TV+ DSR's Customer Training with Q&A	Ongoing	VEHICLE OF COLUMN COLUM	
Rate Event Fall 2021	Ongoing		
2021 Halftime Meeting	Ongoing	RCN	Employee Training (optional)
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	Ongoing							Ongoing	Ongoing	Ongoing	Ongoing
Slamming/Cramming	Sexual Harassment and Other Forms of Harassment Document	PA Market: New Hire Orientation 2022	PA Market - Workers Compensation Notice	PA Market - RCN Vehicle Policy	PA Market - HIPPA Policy	PA Market - Fleet Vehicle Safety Policy	PA Market - Driving Check and Release from Liability	PA Market - COBRA Policy	New Hire Demographics Form	New Employee Passport Survey: First Week	1-9

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FCC Annual Report Havertown

Source Recruitment Evaluation - 76.1702(b)(4) July 15, 2021 through July 14, 2022

Referral Type	# of Applicants	# of Interviewees	# of Hires
Staffing Agencies	0	0	0
RCN Employee Referral Program	0	0	0
RCN Internal Job Posting	0	0	0
CareerBuilder .com	0	0	0
Monster.com	0	0	0
RCN.com	2	0	0
Job Fairs/College Career Fair/College Recruiter	1	0	0
Radio/TV Advertising	0	0	0
Former RCN Employees	4	4	4
Window Banners (Payment Center)	0	0	0
Appcast	7	0	0
Indeed.com	35	3	0
Word of Mouth	0	0	0
Billboard	0	0	0
ZipRecruiter	1	1	0
LinkedIn	3	1	1
Channel 4	0	0	0
Social Media (Facebook, Twitter, Instagram)	0	0	0
Professional Job Board	0	0	0
Professional/Business Referral	0	0	0
Veterans Job Board	0	0	0
Newspaper	0	0	0
Post Card Mailer	0	0	0
State Job Board	0	0	0
Glassdoor	0	0	0
TOTAL	53	9	5