

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

<b>FCC Unit ID #</b>	<b>Description</b>	<b>Job Title</b>	<b>Vacancies</b>
11832	Maryland	Advanced Customer Advocate	1
11832	Maryland	Broadband Technician	1
11832	Maryland	Broadband Technician	1
11832	Maryland	Customer Satisfaction Technican 1	1
11832	Maryland	Customer Satisfaction Technican 1	1
11832	Maryland	Customer Satisfaction Technican 1	1
11832	Maryland	Direct Sales Rep - New Hire	1
11832	Maryland	Direct Sales Rep - New Hire	1
11832	Maryland	Direct Sales Rep - New Hire	1
11832	Maryland	Direct Sales Rep - New Hire	1
11832	Maryland	Enterprise Account Manager	1
11832	Maryland	Front Counter Representative	1
11832	Maryland	Junior Video Engineer	1
11832	Maryland	Marketing Specialist	1
11832	Maryland	Manager, Construction	1
11832	Maryland	Manager, Construction	1
11832	Maryland	Manager, Marketing	1
11832	Maryland	Project Manager 1	1
11832	Maryland	Regional Manager Business Solutions	1
11832	Maryland	Sr. IT Network Engineer	1
11832	Maryland	Sr. IT Network Engineer	1
11832	Maryland	Systems Maintenance Technician	1
11832	Maryland	Transport Technician	1
		<b>Total</b>	<b>23</b>

# FCC Annual Report

Lanham, MD

## 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
AfricanAmericanHires.com		Milwaukee	WI		800-984-3775	<a href="mailto:tiffany.borski@circaworks.com">tiffany.borski@circaworks.com</a>	Tiffany Borski
Alli.GBT.Jobs.com		Milwaukee	WI		800-984-3775	<a href="mailto:tiffany.borski@circaworks.com">tiffany.borski@circaworks.com</a>	Tiffany Borski
Appcast					857-404-0891	<a href="mailto:ckelly@buverads.com">ckelly@buverads.com</a>	Colleen Kelly
Asian Hires.com		Milwaukee	WI		800-984-3775	<a href="mailto:tiffany.borski@circaworks.com">tiffany.borski@circaworks.com</a>	Tiffany Borski
Astound Employee Referral Program	10000 Derekwood Lane	Lanham	MD	20706	301-531-2900	<a href="mailto:debora.lewis@astound.com">debora.lewis@astound.com</a>	Debora Lewis
Astound Careers Website	10000 Derekwood Lane	Lanham	MD	20706	301-531-2900	<a href="mailto:debora.lewis@astound.com">debora.lewis@astound.com</a>	Debora Lewis
Astound Internal Job Posting System	10000 Derekwood Lane	Lanham	MD	20706	301-531-2900	<a href="mailto:debora.lewis@astound.com">debora.lewis@astound.com</a>	Debora Lewis
Astound Payment Center	3734 10th Street, NE	Washington	DC	20017	301-531-2900	<a href="mailto:debora.lewis@astound.com">debora.lewis@astound.com</a>	Debora Lewis
Astound TV Commercial - Career Opportunities	10000 Derekwood Lane	Lanham	MD	20706	301-531-2900	<a href="mailto:debora.lewis@astound.com">debora.lewis@astound.com</a>	Debora Lewis
Astound Vehicle Wrap Signage - Careers	10000 Derekwood Lane	Lanham	MD	20706	301-531-2900	<a href="mailto:debora.lewis@astound.com">debora.lewis@astound.com</a>	Debora Lewis
Buyer Ads	175 Highland Avenue	Needham	MA	02494	857-404-0891	<a href="mailto:ckelly@buverads.com">ckelly@buverads.com</a>	Colleen Kelly
Circa	1000 N Water Street, Suite 1200	Milwaukee	WI	53202	800-984-3775	<a href="mailto:tiffany.borski@circaworks.com">tiffany.borski@circaworks.com</a>	Tiffany Borski
DC Department of Employment Services	4058 Minnesota Avenue, NE	Washington	DC	20019	202-615-0094	<a href="mailto:stacey.johnson2@dc.gov">stacey.johnson2@dc.gov</a>	Stacey Johnson
DCJobs					857-404-0891	<a href="mailto:ckelly@buverads.com">ckelly@buverads.com</a>	Colleen Kelly
DisabilityJobs.net		Milwaukee	WI		800-984-3775	<a href="mailto:tiffany.borski@circaworks.com">tiffany.borski@circaworks.com</a>	Tiffany Borski
DiversityJobs.com		Milwaukee	WI		800-984-3775	<a href="mailto:tiffany.borski@circaworks.com">tiffany.borski@circaworks.com</a>	Tiffany Borski
Glassdoor, Inc.	100 Shoreline Highway	Mill Valley	CA	94941	415-944-6967	<a href="mailto:jenna.logan@classdoor.com">jenna.logan@classdoor.com</a>	Jenna Logan
Indeed	177 Broad Street	Stamford	CT	06901	512-681-6199	<a href="mailto:nbonetti@indeed.com">nbonetti@indeed.com</a>	Nick Bonetti
J & J Staffing	1026 Hutton Way	Yaphank	NY	11980	954-263-0283	<a href="mailto:joanne@staffingagency.com">joanne@staffingagency.com</a>	Joanne Gazzal
LatinJobs.org					800-984-3775	<a href="mailto:tiffany.borski@circaworks.com">tiffany.borski@circaworks.com</a>	Tiffany Borski
Lincoln Technical College	9325 Snowden River Parkway	Columbia	MD	21046	410-290-7100	<a href="mailto:cperry@lincolntechn.edu">cperry@lincolntechn.edu</a>	Caroline Perry
LinkedIn.com	2029 Sterlin Court	Mountain View	CA	94043	301-531-2900	<a href="mailto:debora.lewis@astound.com">debora.lewis@astound.com</a>	Debora Lewis
Maryland Job Network					857-404-0891	<a href="mailto:ckelly@buverads.com">ckelly@buverads.com</a>	Colleen Kelly
Monster.com	133 Boston Post Road	Weston	MA	02493	781-530-6124	<a href="mailto:ann.jackman@monster.com">ann.jackman@monster.com</a>	Ann Jackman
NativeJobs.org		Milwaukee	WI		800-984-3775	<a href="mailto:tiffany.borski@circaworks.com">tiffany.borski@circaworks.com</a>	Tiffany Borski
OverFiftyJob.com		Milwaukee	WI		800-984-3775	<a href="mailto:tiffany.borski@circaworks.com">tiffany.borski@circaworks.com</a>	Tiffany Borski
Trilan	5041 New Centre Drive, Suite 107	Wilmington	NC	28403	910-794-7900	<a href="mailto:rbrady@gotlan.com">rbrady@gotlan.com</a>	Robert Brady
Ultimate Staffing Services	6700 Alexander Bell Drive, Suite 200	Columbia	MD	21046	443-583-0149	<a href="mailto:alogsdon@ultimatestaffing.com">alogsdon@ultimatestaffing.com</a>	Andrea Logsdon
VeteransJobs.net		Milwaukee	WI		800-984-3775	<a href="mailto:tiffany.borski@circaworks.com">tiffany.borski@circaworks.com</a>	Tiffany Borski
WeHireWomen.com		Milwaukee	WI		800-984-3775	<a href="mailto:tiffany.borski@circaworks.com">tiffany.borski@circaworks.com</a>	Tiffany Borski

RCN Telecom Services Lanham MD FCC General Recruitment Report - 76.1702(b)(3) July 15, 2021 through July 14, 2022			
Outreach Efforts	Sponsor	Date	Description
Career Fair	Lincoln Technical College Career Fair	4/7/2022	Customer Satisfaction Technicians
Astound Careers Website	Astound Broadband	Ongoing	All available positions
Astound DC Payment Center	Astound Broadband	Ongoing	All available positions
Astound Employee Referral Program	Astound Broadband	Ongoing	All available positions
Astound TV Commercial - Career Opportunities	Astound Broadband	Ongoing	All available positions
Astound Vehicle Wrap Signage - Careers	Astound Broadband	Ongoing	All available positions
SCTE Certification Training	Astound Broadband	Ongoing	Certification Training for Technicians
Employee Training	Astound Broadband	Ongoing	Code of Business Conduct training for all employees. RCN's EEO policies are reviewed at this time.
Employee Training	Astound Broadband	Ongoing	Respectful Workplace Training/Harassment Prevention
Employee Training	Astound Broadband	Ongoing	CPNI Training
Employee Training	Astound Broadband	Ongoing	PCI Training
Employee Training	Astound Broadband	Ongoing	Phishing Awareness & Prevention
Employee Training	Astound Broadband	Ongoing	In Home Customer Experience Training
Employee Training	Astound Broadband	9/1/2021	Analiti Internet Testing and Reporting
Employee Training	Astound Broadband	10/1/2021	IPTV Refresher
Employee Training	Astound Broadband	4/1/2022	IPTV Tab-Merlin
Employee Training	Astound Broadband	7/1/2022	EERO Pro-6E
Employee Training	Astound Broadband	7/1/2022	Hilton 3.1 3 in 1 Training
Employee Training	Astound Broadband	4/1/2022	Astound TV+
Management Training	Astound Broadband	Ongoing	The Leadership Challenge
Management Training	Astound Broadband	Ongoing	Performance Management Tips
Safety Training	Astound Broadband	8/1/2021	Working Safely Around Stinging Insects
Safety Training	Astound Broadband	11/1/2021	Circle of Safety
Safety Training	Astound Broadband	12/1/2021	Slips, Trips & Falls
Safety Training	Astound Broadband	3/1/2022	Heat Illness and Dehydration
Safety Training	Astound Broadband	Ongoing	Active Violence Prevention
Safety Training	Astound Broadband	Ongoing	Basic Fire Prevention
Safety Training	Astound Broadband	Ongoing	Defensive Driving
Safety Training	Astound Broadband	Ongoing	Electrical Safety
Safety Training	Astound Broadband	Ongoing	Hazard Communication Safety
Safety Training	Astound Broadband	Ongoing	Winter Driving Safety
Safety Training	Astound Broadband	Ongoing	Ladder Safety
Safety Training	Astound Broadband	Ongoing	Pole Climbing Safety
Safety Training	Astound Broadband	Ongoing	Preventing Exposure to Illness
Safety Training	Astound Broadband	Ongoing	Vehicle Safety
Safety Training	Astound Broadband	Ongoing	Heat Stress Safety
Safety Training	Astound Broadband	Ongoing	School Zone and School Bus
Safety Training	Astound Broadband	Ongoing	Personal Protective Equipment

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

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

Job Titles of Positions Filled with External Hires	Third Party/Staffing Agencies		Astound Employee Referral Program		Astound Internal Candidate/Posting		ZipRecruiter		Appcast		Astound Website/Careers Page		LinkedIn		Indeed.com		County Workforce Exchange/State Job Board		Former Astound Employees	
	A P I # o v e r t i f i c a t i o n s	I n t e r n e t # o f h i r e s	A P I # o v e r t i f i c a t i o n s	I n t e r n e t # o f h i r e s	A P I # o v e r t i f i c a t i o n s	I n t e r n e t # o f h i r e s	A P I # o v e r t i f i c a t i o n s	I n t e r n e t # o f h i r e s	A P I # o v e r t i f i c a t i o n s	I n t e r n e t # o f h i r e s	A P I # o v e r t i f i c a t i o n s	I n t e r n e t # o f h i r e s	A P I # o v e r t i f i c a t i o n s	I n t e r n e t # o f h i r e s	A P I # o v e r t i f i c a t i o n s	I n t e r n e t # o f h i r e s	A P I # o v e r t i f i c a t i o n s	I n t e r n e t # o f h i r e s	A P I # o v e r t i f i c a t i o n s	I n t e r n e t # o f h i r e s
Advanced Customer Advocate	2	2	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Broadband Technician	0	0	0	4	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Broadband Technician	4	0	1	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Customer Satisfaction Technician 1	4	1	1	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Customer Satisfaction Technician 1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Customer Satisfaction Technician 1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Customer Satisfaction Technician 1	2	0	0	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Direct Sales Rep - New Hire	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Direct Sales Rep - New Hire	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Direct Sales Rep - New Hire	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Direct Sales Rep - New Hire	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Direct Sales Rep - New Hire	1	1	1	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Front Counter Representative	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Junior Video Engineer	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager, Construction	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager, Marketing	0	0	0	2	2	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0
Marketing Specialist	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Project Manager 1	2	1	0	2	1	0	3	2	0	0	0	0	0	0	0	0	0	0	0	0
Sr. IT Network Engineer	1	0	0	3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sr. IT Network Engineer	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transport Technician	0	0	0	2	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Totals	21	5	3	30	9	5	11	4	0	0	0	59	7	1	40	5	2	32	7	1
Job Titles of Positions Filled With Internal Hires																				
Enterprise Account Manager	0	0	0	0	0	0	1	1	1	1	0	0	0	0	0	0	0	0	0	0
Manager, Construction	0	0	0	2	1	0	1	1	1	1	0	0	0	0	0	0	0	0	0	0
Regional Manager Business Solutions	1	1	0	0	0	0	1	1	1	1	0	0	0	0	0	0	0	0	0	0
Systems Maintenance Technician	0	0	0	1	1	0	4	4	1	1	0	0	0	0	0	0	0	0	0	0
Totals	1	1	0	3	2	0	7	7	4	4	0	0	0	0	2	0	0	6	1	0



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

Referral Type	# of Applicants	# of Interviewees	# of Hires
Appcast	61	7	1
Astound Careers Webpage	42	5	2
Astound Employee Referral	33	11	5
Astound Internal Candidate Posting	18	11	4
Astound Payment Center	0	0	0
Astound TV Commercial	3	0	0
Billboard	2	1	0
Careerbuilder	8	2	0
College Job Boards/Website	3	1	0
County Workforce Exchange/State Job Board	0	0	0
Former Astound Employee	9	5	1
Glassdoor	17	0	0
Indeed.com	264	27	5
Job/College Fair	13	5	0
Linkedlin	38	8	1
Monster	1	0	0
Professional Job Board	4	0	0
Professional/Business Referral	4	1	0
Social Media	5	3	0
Third Party/Staffing Agencies	22	6	3
Walk-in/Open House	0	0	0
Word of Mouth	15	3	0
ZipRecruiter	3	1	1
<b>TOTAL</b>	<b>565</b>	<b>97</b>	<b>23</b>