## FCC/EEO Program Annual Record Lanham, MD

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

FCC Unit ID #	Description	Job Title	Vacancies	
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	
		Total	23	

		FCC Ar	FCC Annual Report	port		
	Recruitment	Sources Utilized t	or Vaca	Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)	)(2)	
		July 15, 2021 - July 14, 2022	21 - July	14, 2022		
Name of Source	Address	City	State	Zip Phone	email	Contact Name
AfricanAmericanHires.com		Milwaukee	<u> </u>	800-984-3775	tiffany.borski@circaworks.com	Tiffany Borski
AllLGBTJobs.com		Milwaukee	≤	800-984-3775	tiffany.borski@circaworks.com	Tiffany Borski
Appcast				857-404-0891	ckelly@buyerads.com	Colleen Kelly
Asian Hires.com		Milwaukee	≦	800-984-3775	tiffany.borski@circaworks.com	Tiffany Borski
Astound Employee Referral Program	10000 Derekwood Lane	Lanham	MD	20706 301-531-2900	debora.lewis@astound.com	Debora Lewis
Astound Careers Website	10000 Derekwood Lane	Lanham	MD	20706 301-531-2900	debora.lewis@astound.com	Debora Lewis
Astound Internal Job Posting System	10000 Derekwood Lane	Lanham	MD	20706 301-531-2900	debora.lewis@astound.com	Debora Lewis
Astound Payment Center	3734 10th Street, NE	Washington	DC	20017 301-531-2900	debora.lewis@astound.com	Debora Lewis
Astound TV Commercial - Career Opportunities	10000 Derekwood Lane	Lanham	MD	20706 301-531-2900	debora.lewis@astound.com	Debora Lewis
Astound Vehicle Wrap Signage - Careers	10000 Derekwood Lane	Lanham	MD	20706 301-531-2900	debora.lewis@astound.com	Debora Lewis
Buyer Ads	175 Highland Avenue	Needham	MA	02494 857-404-0891	ckelly@buyerads.com	Colleen Kelly
Circa	1000 N Water Street, Suite 1200	Milwaukee	×	53202 800-984-3775	tiffany.borski@circaworks.com	Tiffany Borski
DC Department of Employment Services	4058 Minnesota Avenue, NE	Washington	DC	20019 202-615-0094	stacey.johnson2@dc.gov	Stacey Johnson
DCJobs				857-404-0891	ckelly@buyerads.com	Colleen Kelly
DisabilityJobs.net		Milwaukee	×	800-984-3775	tiffany.borski@circaworks.com	Tiffany Borski
DiversityJobs.com		Milwaukee	≤	800-984-3775	tiffany.borski@circaworks.com	Tiffany Borski
Glassdoor, Inc.	100 Shoreline Highway	Mill Valley	CA	94941 415-944-6967	jenna.logan@glassdoor.com	Jenna Logan
Indeed	177 Broad Street	Stampford	CT	06901 512-681-6199	nbonetti@indeed.com	Nick Bonetti
& J Staffing	1026 Hutton Way	Yaphank	NΥ	11980 954-263-0283	joanne@jjstaffingagency.com	Joanne Gazzal
_atinoJobs.org				800-984-3775	tiffany.borski@circaworks.com	Tiffany Borski
Lincoln Technical College	9325 Snowden River Parkway	Columbia	MD	21046 410-290-7100	cperry@linchoIntech.edu	Caroline Perry
LinkedIn.com	2029 Stierlin Court	Mountain View	CA	94043 301-531-2900	debora.lewis@astound.com	Debora Lewis
Maryland Job Network				857-404-0891	ckelly@buyerads.com	Colleen Kelly
Monster.com	133 Boston Post Road	Weston	MA	02493   781-530-6124	ann.jackman@monster.com	Ann Jackman
NativeJobs.org		Milwaukee	×	800-984-3775	tiffany.borski@circaworks.com	Tiffany Borski
OverFiftyJob.com		Milwaukee	≦	800-984-3775	tiffany.borski@circaworks.com	Tiffany Borski
TriLan	5041 New Centre Drive, Suite 107	Wilmington	NC	28403 910-794-7900	rbrady@gotrilan.com	Robert Brady
Ultimate Staffing Services	6700 Alexander Bell Drive, Suite 200	Columbia	MD	21046 443-583-0149	alogsdon@ultimatestaffing.com	Andrea Logsdon
VeteransJobs.net		Milwaukee	V	800-984-3775	tiffany.borski@circaworks.com	Tiffany Borski
WeHireWomen.com		Milwaukee	<b>≤</b>	800-984-3775	tiffany.borski@circaworks.com	Tiffany Borski

	RCN Telecom Services		
	Lanham MD		
	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
			Code of Business Conduct training for all employees. RCN's EEO policies are reviewed at this
Employee Training	Astound Broadband	Ongoing	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	Hitron 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	Perfromance 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 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 Applicant Source Evaluation - 76.1702(b)(4)   Lanham MD - July 14, 2022   Coarry Weekers   For Applicant Source Report - 76.1702(b)(4)   Lanham MD - July 14, 2022   Coarry Weekers   For Applicant Source Report - 76.1702(b)(4)   Lanham MD - July 14, 2022   Coarry Weekers   For Applicant Source Report - 76.1702(b)(4)   Lanham MD - July 14, 2022   Coarry Weekers   For Applicant Source Report - 76.1702(b)(4)   Lanham MD - July 14, 2022   Coarry Weekers   For Applicant Source Report - 76.1702(b)(4)   Lanham MD - July 14, 2022   Coarry Weekers   For Applicant Source Report - 76.1702(b)(4)   Lanham MD - July 14, 2022   Coarry Weekers   For Applicant Source Report - 76.1702(b)(4)   Lanham MD - July 14, 2022   Coarry Weekers   For Applicant Source Report - 76.1702(b)(4)   Lanham MD - July 14, 2022   Coarry Weekers   For Applicant Source Report - 76.1702(b)(4)   Lanham MD - July 14, 2022   Coarry Weekers   For Applicant Source Report - 76.1702(b)(4)   Lanham MD - July 14, 2022   Coarry Weekers   For Applicant Source Report - 76.1702(b)(4)   Lanham MD - July 14, 2022   Coarry Weekers   For Applicant Source Report - 76.1702(b)(4)   Lanham MD - July 14, 2022   Coarry Weekers   For Applicant Source Report - 76.1702(b)(4)   Lanham MD - July 14, 2022   Coarry Weekers   For Applicant Source Report - 76.1702(b)(4)   Lanham MD - July 14, 2022   Coarry Weekers   For Applicant Source Report - 76.1702(b)(4)   Lanham MD - July 14, 2022   Coarry Weekers   For Applicant Source Report - 76.1702(b)(4)   Lanham MD - July 14, 2022   Coarry Weekers   For Applicant Source Report - 76.1702(b)(4)   Lanham MD - July 14, 2022   Coarry Weekers   For Applicant Source Report - 76.1702(b)(4)   Lanham MD - July 14, 2022   Coarry Weekers   For Applicant Source Report - 76.1702(b)(4)   Lanham MD - July 14, 2022   Coarry Weekers   For Applicant Source Report - 76.1702(b)(4)   Lanham MD - July 14, 2022   Coarry Weekers   For Applicant Source Report - 76.1702(b)(4)   Lanham MD - July 14, 2022   Coarry Weekers   For Applicant Source Report - 76.1702(	- -	-			╂	_		-	1	+			-  -		- -					-	- -		-	_  -	
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County Workform   FCC Annual Recruitment Source Evaluation - 76.1702(b)(4)   Lanham MD - July 15, 2021 through July 14, 2022   County Workform   Adducted Evaluation   FCC Applicant Source Report - 76.1702(b)(4)   Lanham MD - July 15, 2021 through July 14, 2022   County Workform   Adducted Evaluation   Formation   F			0	0	_	  ب_		_	0	-	0	0	-		-	0		`		0	_		-	0	Manager, Construction
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FCC Annual Recruitment Source Evaluation - 76.1702(b)(4)		0 0	0	0	-					-	4	0			0	0	0	0	0		-1			1	Sr. IT Network Engineer
FCC Annual Recruitment Source Evaluation - 76.1702(b)(4)		0	0	0		ω	0				0	0				0	0	0	0	_	ω 			0	Sr. IT Network Engineer
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FCC Annual Recruitment Source Evaluation - 76.1702(b)(4)  FCC Applicant Source Report - 76.1702(b)(4)  FCC Applicant Source Report - 76.1702(b)(4)  Lanham MD - July 15, 2021 through July 14, 2022  County Workforce  Astound Employee Astound Internal Agencies Referral Program Candidate/Posting Candidate/Posting ZipRecruiter Appears LinkedIn Indeed.com Job Board  A 1 # A 1	( סי ב- כ		(יס	4	; טי - כ	4	J -	; ס	7	<b>-</b>	; ס	1	σ ; = =	7	<b>5</b> -	; ס	4		; ס		· o	7	<b>J</b> -	; ס	Filled with External Hires
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Description Colors and	Oppoing	Astound Broadhand	Safety Training
School Zone and School Bus	Ongoing	Astound Broadband	Safety Training
Heat Stress Safety	Ongoing	Astound Broadband	Safety Training
Vehicle Safety	Ongoing	Astound Broadband	Safety Training
Preventing Exposure to Illness	Ongoing	Astound Broadband	Safety Training
Pole Climbing Safety	Ongoing	Astound Broadband	Safety Training
Ladder Safety	Ongoing	Astound Broadband	Safety Training
Winter Driving Safety	Ongoing	Astound Broadband	Safety Training
Hazard Communication Safety	Ongoing	Astound Broadband	Safety Training
Electrical Safety	Ongoing	Astound Broadband	Safety Training
Defensive Driving	Ongoing	Astound Broadband	Safety Training
Basic Fire Prevention	Ongoing	Astound Broadband	Safety Training
Active Violence Prevention	Ongoing	Astound Broadband	Safety Training
Heat Illness and Dehydration	3/1/2022	Astound Broadband	Safety Training
Slips, Trips & Falls	12/1/2021	Astound Broadband	Safety Training
Circle of Safety	11/1/2021	Astound Broadband	Safety Training
Working Safely Around Stinging Insects	8/1/2021	Astound Broadband	Safety Training
Perfromance Management Tips	Ongoing	Astound Broadband	Management Training
The Leadership Challenge	Ongoing	Astound Broadband	Management Training
Astound TV+	4/1/2022	Astound Broadband	Employee Training
Hitron 3.1 3 in 1 Training	7/1/2022	Astound Broadband	Employee Training
EERO Pro-6E	7/1/2022	Astound Broadband	Employee Training
IPTV Tab-Merlin	4/1/2022	Astound Broadband	Employee Training
IPTV Refresher	10/1/2021	Astound Broadband	Employee Training
Analiti Internet Testing and Reporting	9/1/2021	Astound Broadband	Employee Training
In Home Customer Experience Training	Ongoing	Astound Broadband	Employee Training
Phishing Awareness & Prevention	Ongoing	Astound Broadband	Employee Training
PCI Training	Ongoing	Astound Broadband	Employee Training
CPNI Training	Ongoing	Astound Broadband	Employee Training
Respectful Workplace Training/Harassment Prevention	Ongoing	Astound Broadband	Employee Training
time.	Ongoing	Astound Broadband	Employee Training
Certification Training for Technicians	Ongoing	Astound Broadband	SCIE Certification Training
All available positions	Ongoing	Astound Broadband	Astound Vehicle Wrap Signage - Careers
All available positions	Ongoing	Astound Broadband	Astound TV Commercial - Career Opportunities
All available positions	Ongoing	Astound Broadband	Astound Employee Referral Program
All available positions	Ongoing	Astound Broadband	Astound DC Payment Center
All available positions	Ongoing	Astound Broadband	Astound Careers Website
Customer Satisfaction Technicians	4/7/2022	Lincoln Technical College Career Fair	Career Fair
Description	<u>Date</u>	Sponsor	Outreach Efforts
	b)(3)	Lannam MD FCC General Recruitment Report - 76.1702(b)(3) July 15, 2021 through July 14, 2022	
		RCN Telecom Services	

## 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
TOTAL	565	97	23