

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

FCC Unit ID #	Description	Job Title	Vacancies
11838	Princeton, NJ- Corporate	A/P Coordinator 2	1
11838	Princeton, NJ- Corporate	Benefits and HRMS Specialist	1
11838	GA-Remote- Rpt NJLOC1 Loc	Carrier Sales Manager	1
11838	Princeton, NJ- Corporate	Financial Analyst 1	1
11838	Princeton, NJ- Corporate	Mgr, Corporate Finance	1
11838	Princeton, NJ- Corporate	Purchasing Coordinator	1
11838	FL-Remote- Rpt NJLOC1 Loc	Sales Engineer	1
11838	CO-Remote- Rpt WA147 Loc	Senior Director Marketing Operations	1
11838	VA-Wash St,Falls Church	Sr. IT Network Engineer	1
11838	VA-Wash St,Falls Church	Manager Web Operations	1
11838	FL-Remote- Rpt NJLOC1 Loc	Financial Systems Manager	1
11838	MO-Remote-Rpt NJLOC1 Loc	Sales Engineer	1
11838	FL-Remote- Rpt NJLOC1 Loc	Senior Sales Engineer	1
11838	MI-Remote-Rpt NJLOC1 Loc	Network Support Technician	1
11838	VA-Wash St,Falls Church	Network Engineer	1
		Total	15

FCC Annual Report						
Princeton, NJ						
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
Attrium- Agency	506 Carnegie Center Drive, Suite 402	Princeton	NJ	08540	786-744-5627	dvanterpool@atriumstaff.com
Parker & Lynch- Agency	809 Lenox Drive Building 1, Suite 112	Lawrenceville	NJ	08648	908-770-5644	william.weissman@parkerlynch.com
WhiteCap- Agency	52 Vanderbilt Avenue, 17th Floor	New York	NY	10017	646-813-3004	rob@whitecapsearch.com
Abacus Group- Agency	14 Pennsylvania Plaza #14	New York	NY	10122	212-812-8459	Laure@abacusnyc.com
Foster McKay- Agency	30 Vreeland Road Building A, Suite 200	Florham Park	NJ	07932	973-264-4031	Kate@fostermckay.com
Vaco- Agency	100 Passaic Ave, Suite 140A	Fairfield	NJ	07004	201-253-3268	matigreco@vaco.com
Nigel Frank- Agency	199 Water Street, 10th Floor	New York	NY	10038	646-540-7466	m.sabul@nigelfrank.com
Creative Circle- Agency	1099 14th Street NW, Suite 860	Washington	DC	20005	202-827-2207	smiller@creativecircle.com
Apex Systems- Agency	4400 Cox Road, Suite 200	Glen Allen	VA	23060	443-639-3320	mbullis@apexsystems.com
Robert Half- Agency	700 Alexander Park, Suite 200	Princeton	NJ	08540	609-987-0166	Joseph.Imbesi@roberthalf.com
Career Profiles- Agency	900 19th Street NW, Floor 6	Washington	DC	20006	703-217-3126	nancy@careerprofiles.com
Atlas- Agency	1540 Broadway, 10th Floor	New York	NY	10036	646-779-9728	iparks@atlasssearchllc.com
Astound Employee Referral	650 College Road East Suite 3100	Princeton	NJ	08540	609-751-9242	nicole.miller@astound.com
Astound Internal Job Posting	650 College Road East Suite 3100	Princeton	NJ	08540	609-751-9242	nicole.miller@astound.com
CareerBuilder	200 N. Lasalle	Chicago	IL	60611	312-698-0719	Unknown
Monster.com	622 Third Avenue, 37th Floor	New York	NY	10017	646-203-5706	Unknown
Astound Careers Page	650 College Road East Suite 3100	Princeton	NJ	08540	609-751-9242	nicole.miller@astound.com
Social Media/LinkedIn	650 College Road East Suite 3100	Princeton	NJ	08540	609-751-9242	julie.thomas@astound.com
Indeed	PO Box 660367	Dallas	TX	75266	512-684-6199	rappaport@indeed.com
College Career Fair	650 College Road East Suite 3100	Princeton	NJ	08540	609-751-9242	nicole.miller@astound.com
ZipRecruiter	604 Arizona Ave	Santa Monica	CA	90401	877-252-1062	Unknown
Glassdoor	1330 W Fulton Market, Suite 600	Chicago	IL	60607	866-263-0692	Unknown
Civic League of Greater New Brunswick	49 Throop Ave	New Brunswick	NJ	08901	732-247-9060	dianet@civicleague.com
Progressive Center For Independent Living	1262 White Horse Hamilton Square Road	Hamilton Towns	NJ	08690	609-581-4500	reed.thomas@pciil.org
Project Freedom, Inc. - Robbinsville	223 Hutchinson Rd	Robbinsville	NJ	08691-3457	609-448-2998	tdoherty@projectfreedom.org
Middlesex County College	2600 Woodbridge Ave	Edison	NJ	08837-3604	732-548-2546	equigley@middlesexcc.edu
Molloy College	1000 Hempstead Ave	Rockville Centre NY	NY	11570-1135	516-678-5000	jobsandinternships@molloy.edu
Montclair State University	1 main st	Montclair	NJ	07043	973-655-5194	freedrand@mail.montclair.edu
Moravian College	1200 Main St	Bethlehem	PA	18018-6614	610-61-15090	thecareercenter@moravian.edu
Mount Saint Mary's University	16300 Old Emmitsburg Rd Ofc	Emmitsburg	MD	21727-7702	301-447-5202	career-center@msmary.edu
Middlesex County One Stop Career Center	550 Jersey Avenue	New Brunswick	NJ	08901	732-937-6200	Howard.McMorris@dol.nj.gov
New Jersey Department of Military and Vet	630 Bangs Ave	Asbury Park	NJ	07712-6945	732-775-7009	Victor.Alvarado@dol.nj.gov
Somerset County One Stop Career Center	75 Veterans Memorial Dr E	Somerville	NJ	08876-2949	908-704-3015	veronica.jones@dol.nj.gov
Vocational Rehabilitation Services - Berger	60 State Street	Hackensack	NJ	07601	201-996-8970	john.bautz@dol.state.nj.us
						Contact Name
						Dorian Vanterpool
						William Weissman
						Rob Szymank
						Laure Kotton
						Kaitlyn Donato
						Matthew Greco
						Matthew Sabul
						Sarah Miller
						Meghan Bullis
						Joseph Imbesi
						Nancy DiScullo
						Jamie Parks
						Nicole Miller
						Nicole Miller
						Unknown
						Unknown
						Nicole Miller
						Julie Thomas
						Louis Rappaport
						Nicole Miller
						Unknown
						Unknown
						Diane Tucker
						Reed Thomas
						Tim Doherty
						Charlotte Quigley
						Career Center
						Diane Freedman
						Melissa Metzger
						Kristen Impala
						Howard McMorris
						Victor Alvarado
						Veronica Jones
						John Bautz

Princeton, NJ		RCN Corporation		FCC General	
Recruitment Report - 76.1702(b)(3) July 15, 2021 through July 14, 2022					
Outreach Efforts	Sponsor	Date	Description		
General Outreach- Astound	Astound	Ongoing	Astound runs its own careers page and internal posting site encouraging external and internal candidates to apply		
Employee Referral Program	Astound	Ongoing	Company referral program to incentivize employees to help identify candidates and support diversity in hiring		
Multiple Staffing Agencies	Astound	Ongoing	To expand our candidate pool at our corporate location we have reached out to a number of local staffing agencies to ensure a diverse pool of candidates and hires		
Internships/Summer Hires	Astound	May-August 2022	Hired numerous interns during our internship program during 2022 to provide college students the opportunity to get exposure to our industry. Positions in Marketing, Finance, Accounting, and IT.		
Circa Postings	Astound	Ongoing	Utilizing Circa to post to diverse job boards		
BuyerAds Postings	Astound	Ongoing	Utilizing BuyerAds to boost postings to a number of different job sites		
Social Media Outreach	Astound LinkedIn Page	Ongoing as needed	Posting positions to our company LinkedIn page that allows employees to share postings		
Employee Training Program	Astound	Ongoing	Online and in person training modules available for leadership, soft skills, technical, and product knowledge. Employees are assigned training based on the role within the organization as well as opportunity to participate in training based on development goals.		

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

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

Job Titles of Positions Filled with External Hires		Astound Employee Referral		Astound Internal Job Posting		RCN/GrandeWave Internal Posting		CareerBuilder .com		Monster.com		Astound Careers Page		RCN/GrandeWave Careers Site		Job Fairs		Appcast		LinkedIn		
	A p p l i c a n t s	#	A p p l i c a n t s	#	A p p l i c a n t s	#	A p p l i c a n t s	#	A p p l i c a n t s	#	A p p l i c a n t s	#	A p p l i c a n t s	#	A p p l i c a n t s	#	A p p l i c a n t s	#	A p p l i c a n t s	#		
AP/ Coordinator 2	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	
Benefits and HRMS Specialist	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	14	4	0	
Carrier Sales Manager	2	0	0	0	5	4	0	0	0	0	0	0	4	1	0	0	0	0	2	0	0	
Financial Analyst 1	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	
Mgr. Corporate Finance	16	8	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
Purchasing Coordinator	0	0	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Sales Engineer	0	0	0	0	1	0	0	0	0	0	0	0	3	1	0	0	0	0	4	0	0	
Senior Director Marketing Operations	0	0	0	0	4	3	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	
Sr. IT Network Engineer	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Manager Web Operations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Financial Systems Manager	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	
Sales Engineer	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	
Senior Sales Engineer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Network Support Technician	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	8	0	0	
Network Engineer	1	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	
Totals	23	10	3	16	9	2	5	0	0	2	0	0	10	3	1	6	1	0	31	4	0	23

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FCC Annual Report
Princeton, NJ
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	10	3
Astound Employee Referral	16	9	2
Astound Internal Job Posting	5	0	0
RCN/Grande/Wave Internal Posting	2	0	0
CareerBuilder .com	2	0	0
Monster.com	3	0	0
Astound Careers Page	10	3	1
RCN/Grande/Wave Careers Site	6	1	0
Job Fairs	1	0	0
Appcast	31	4	0
LinkedIn	23	8	3
Indeed	185	15	3
College Website	1	1	0
ZipRecruiter	1	1	1
Word of Mouth	4	2	1
Professional/Business Referral	1	1	0
Former Employee	3	2	2
Glassdoor	1	0	0
State Job Board	1	0	0
TOTAL	319	57	16