

FCC/EEO Program Annual Record

LOCATION NAME

Full

**Time Vacancies - 76.172(b)(1)
July 15, 2022 through July 14, 2023
Job Title**

FCC Unit ID #	Description	Job Title	Vacancies
11838	Princeton - Corp	Producer Digital Marketing	1
11838	Princeton - Corp	Social Media Specialist	1
11838	Princeton - Corp	Payroll Specialist	1
11838	Princeton - Corp	Creator Digital Content	1
11838	Princeton - Corp	Senior Manager Digital Paid Media	1
11838	Princeton - Corp	Senior Director Sales	1
11838	Princeton - Corp	Learning and Development Coordinator	1
11838	Princeton - Corp	Senior Vice President, Diversity, Equity, and Inclusion	1
11838	Princeton - Corp	HR Generalist	1
11838	Princeton - Corp	Senior Solutions Engineer	1
11838	Princeton - Corp	Sales Engineer	1
11838	Princeton - Corp	Business Operations Project Manager	1

Total

12

FCC Annual Report

Location

Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)
July 15, 2022 - July 14, 2023

Name of Source	Address	City	State	Zip	Phone	email	Contact Name
Career Profiles- Agency	900 19th Street NW, Floor 6	Washington	DC	20006	973-670-7396	dkenny@careerprofiles.com	Danielle Kenny
Creative Circle- Agency	1099 14th Street NW, Suite 860	Washington	DC	20005	202-827-2207	kblackburn@creativecircle.com	Kelsey Blackburn
Hanold Associates- Agency	1560 Sherman Avenue Ste. 1310	Evanston	IL	60201	847-332-1333	carol@hanoldassociates.com	Carol Blankenship
Astound Employee Referral	650 College Road East Suite 3100	Princeton	NJ	08540	609-276-4105	alexandra.torres@astound.com	Alexandra Torres
Astound Internal Job Posting	650 College Road East Suite 3100	Princeton	NJ	08540	609-276-4105	alexandra.torres@astound.com	Alexandra Torres
Astound Careers Page	650 College Road East Suite 3100	Princeton	NJ	08540	609-276-4105	alexandra.torres@astound.com	Alexandra Torres
Indeed - BuyerAds Postings	175 Highland Ave	Needham	MA	02494	857-404-0891	ckelly@buyerads.com	Colleen Kelly
Monster.com - BuyerAds Postings	175 Highland Ave	Needham	MA	02494	857-404-0891	ckelly@buyerads.com	Colleen Kelly
ZipRecruiter - BuyerAds Postings	175 Highland Ave	Needham	MA	02494	857-404-0891	ckelly@buyerads.com	Colleen Kelly
Appcast - BuyerAds Postings	175 Highland Ave	Needham	MA	02494	857-404-0891	ckelly@buyerads.com	Colleen Kelly
Jobs2Careers - BuyerAds Postings	175 Highland Ave	Needham	MA	02494	857-404-0891	ckelly@buyerads.com	Colleen Kelly
LinkedIn	650 College Road East Suite 3100	Princeton	NJ	08540	609-276-4105	julie.thomas@astound.com	Julie Thomas
Civic League of Greater New Brunswick	49 Throop Ave	New Brunswick	NJ	08901	732-247-9060	dianet@civicleague.com	Diane Tucker
Project Freedom, Inc. - Robbinsville	223 Hutchinson Rd	Robbinsville	NJ	08691-3457	609-448-2998	tdoherty@projectfreedom.org	Tim Doherty
Middlesex County One Stop Career Center	550 Jersey Avenue	New Brunswick	NJ	08901	732-937-6200	Donald.Thermes@dol.nj.gov	Donald Thermesi
Mount Saint Mary's University	16300 Old Emmitsburg Rd Ofc	Emmitsburg	MD	21727-7702	301-447-5202	career-center@msmary.edu	Kristen Impala
New Jersey Department of Labor and Workforce Development (Division of Vocational Rehabilitation)	550 Jersey Avenue	New Brunswick	NJ	08901	732-683-8850	irene.peretz@dol.nj.gov	Irene Perez
One-Stop Career Center - Newark	990 Broad St	Newark	NJ	07102-2505	973-648-3370	morris.murray@dol.state.nj.us	Morris Murray
Joseph Kohn Rehabilitation Center	130 Livingston Ave	New Brunswick	NJ	08901-2421	732-937-6363	napoleon.truesdale@dhs.state.nj.us	Napoleon Truesdale
Lehigh Carbon Community College	4230 Dorney Park Rd	Allentown	PA	18104-5722	610-799-1090	careerservices@lccc.edu	Courtney Klaus
Essex County One Stop Center	50 S Clinton St	East Orange	NJ	07018-3120	973-395-3220	jason.sutton@dol.state.nj.us	Jason Sutton
YWCA Northern Rhode Island	514 Blackstone St	Woonsocket	RI	02895-1802	401-769-7450	ywcaofnri@aol.com	Debra Perry
StepUp Wilmington	20 North 4th Street	Wilmington	NC	28401	910-343-8469	ally@stepupwilmington.org	Ally Thornton
Military Spouse Employment Program (MSEP)	1400 Defense Boulevard	Washington	DC	20301	703-840-4784	dobannon@zeiders.com	Diana O'Bannon
Centro Romero	6216 N Clark St	Chicago	IL	60660-1208	773-508-5300	info@centromero.org	Dalia Galvan
International Association of Business Communicator	10378 Democracy Ln	Fairfax	VA	22030-2584	703-267-2322	d.skinner423@gmail.com	Damien Skinner
Hispanic Center Lehigh Valley	520 East 4th Street	Bethlehem	PA	18015	610-868-7800	vmontero@hclv.org	Victoria Montero
Association of Croatian American Professionals	431 Pennington Avenue	Trenton	NJ	08618	646-874-3413	sn15010@gmail.com	Slavko Negulic
Ahedd	3300 Trindle Rd	Camp Hill	PA	17011-4432	717-763-0968	judy.shear@ahedd.org	Judy Shear
Chamber of Commerce Of Southern NJ	4015 Main St	Voorhees	NJ	08043-4617	856-424-7776	info@chambersnj.com	Craig --
Community Access Unlimited	80 W Grand St	Elizabeth	NJ	07202-1471	908-354-3040	lbaigorrea@caunj.org	Liz Baigorrea
Oneonta Job Corps Center	21 Homer Folks Ave	Oneonta	NY	13820-4698	607-433-2111	torrey.barbara@jobcorps.org	Barbara Torrey
Volunteers of America Delaware Valley - Hope Hall	676 Fairview Street	Camden	NJ	08140	856-854-4660	dmccants@voadv.org	General Contact
African-American Marketing Association	1111 Main street	Houston	TX	77002	713-298-5851	aamarketingassoc@gmail.com	Michelle Ngome
Bethel Family Resource Center	1250 Portland Ave	Chicago Heights	IL	60411-2800	708-758-5585	inot@sbcglobal.net	Toni Taylor
Bettendorf Place	8425 S Saginaw Ave	Chicago	IL	60617-2062	773-359-4862	bettendorfp@gmail.com	Chris Dodd
Community Supportive Living Systems, Inc.	1701 W Monterey Ave	Chicago	IL	60643-4257	773-291-0482	warren2010@peoplepc.com	Warren Avery
Creative Artists Agency	405 Lexington Avenue, 19th Floor	New York	NY	10174	212-277-9099	helen@aaaa.org	Helen Miranda
Des Plaines Chamber of Commerce & Industry	1400 E Touhy Ave #145	Des Plaines	IL	60018-2171	847-824-4200	info@dpchamber.com	Barbara Ryan
Equality Illinois	3712 North Broadway Street	Chicago	IL	60613	773-477-7173	info@eqil.org	Bill Turde
GOA Regional Business Association	1200 North Arlington Heights Road	Itasca	IL	60143	630-773-2944	shirlanne@thegoa.com	Shirlanne Lemm
Greater Urban League of Washington	2901 14th St NW	Washington	DC	20009-6839	202-265-8200 x	glambert@gwuil.org	George Lambert
Green Doors	Po Box 685065	Austin	TX	78768-5065	512-469-9130	info@greendoors.org	Green Doors
Hope Alliance	1011 Gattis School Rd, Ste 110	Round Rock	TX	78664	512-255-1212	maxine.chatman@hopealliance.org	Maxine Chatman
James Lee Community Center	2855 Annandale Rd # A	Falls Church	VA	22042-2260	703-534-3387	bryan.linton@fairfaxcounty.gov	Bryan Linton

Organization	Address	City	State	Phone	Email	General Contact
Lincoln Park Chamber of Commerce	2468 North Lincoln Avenue	Chicago	IL	773-880-5200	info@lincolnparkchamber.com	Abraham Lacy
Partners in Progress	9923 S Halsted St	Chicago	IL	773-930-6653	lacy@farsouthcdc.org	Grifelda Piedra
Podder Learning Center	1637 South Allport Street	Chicago	IL	312-226-2002	gpiedra@podderworks.org	Andrea Storz
The ARK	3500 W. Peterson Ave., 3rd Floor	Chicago	IL	773-973-1000	astorz@arkchicago.org	Marisol Constanza
The Chicago Dream Center	2704 West North Avenue	Chicago	IL	773-799-9023	director@chicagodreamcenter.org	George Terzakis
Thresholds	4101 N. Ravenswood Ave	Chicago	IL	773-572-5500	George.Terzakis@thresholds.org	Rebecca Tancredi
Upwardly Global - Chicago	123 West Madison Street	Chicago	IL	312-431-1923	Rebecca@upwardlyglobal.org	Eric Oteula
Woodlawn Employment Center	822 E 63rd St	Chicago	IL	773-324-0619	epwplc@sbcglobal.net	Tiffany Osborne
Workforce Investment Council	2235 Shannon Place SE, Suite 303	Washington	DC	202-698-5826	tiffany.osborne@dc.gov	Rhonda Williamson-Onkon
National Career Institute	134 Evergreen Place	East Orange	NJ	973-678-3901	ROKON@NCIEDU.Com	Cheryl Pratt-Davies
Edison Job Corps Center	500 Plainfield Ave	Edison	NJ	08817-2515	Pratt.Davies.Cheryl@jobcorps.org	Melody --
Greater LeHigh Valley Chamber of Commerce	840 Hamilton St	Allentown	PA	610-841-5800	info@lehighvalleychamber.org	Scott Goldstein
New Jersey Chamber of Commerce	216 West State Street	Trenton	NJ	609-989-7888	Scott.Goldstein@njchamber.com	Tamer Gouda
United Way of Monmouth and Ocean Counties, Inc.	1415 Wyckoff Road	Wall Township	NJ	732-938-5988	tgouda@uwmonmouth.org	Reed Thomas
Progressive Center For Independent Living, Inc.	1262 White Horse Hamilton Square R	Hamilton Township	NJ	609-581-4500	reed.thomas@pciil.org	Micheal Garra
ARC of Monmouth	1158 Wayside Road	Tinton Falls	NJ	732-493-1919	mgarra@arcmonmouth.org	Tynisha Snellbaker
Community Options - Bucks County Office	340 E Maple Ave	Langhorne	PA	19047-2850	215-752-3729	Maria Bowles
Community Options - Middlesex Office	557 Cranbury Rd	East Brunswick	NJ	08816-5419	609-858-6137	Diane Dorazio
Community Options - Ocean/Atlantic/Monmouth Office	202 N Main St	Forked River	NJ	08731-2738	609-693-1700	Michael Ring
Easter Seals New Jersey	25 Kennedy Blvd Ste 600	East Brunswick	NJ	08816-1262	732-257-6662	Steven Higgins
Independence Associates Center for Independent Living Institute for Community Inclusion	141 Main St 1ST	Brockton	MA	02301	508-583-2166	David Urban
Morgan Memorial Goodwill Industries	150 Mount Vernon Street	Boston	MA	02125	617-849-2531	Larry Elgart
Vocational Rehabilitation - Lawrence	1010 Harrison Avenue	Boston	MA	02119	617-541-1276	Paula Santagati
Vocational Rehabilitation - Roxbury	One Parker Street	Lawrence	MA	01843	978-685-1731	John Emokpae
Work Opportunities Unlimited - Boston/North Shore	40 Dimock Street	Boston	MA	02119	617-442-5510	Elena Gendron
ABLE Center for Independent Living	600 W Cummings Park	Woburn	MA	01801-6369	310-384-8210	Eric Sharp
Academy of Hope	4803 Plaza Blvd, Suite 401	Odesa	TX	79762	432-580-3439	Deneen Miller
Achieve	2315 18th Place Northeast	Washington	DC	20018	202-269-6623	Diane Jones
Avenues To Independence	8800 Ambassador Row	Dallas	TX	75247	214-637-2911	Randall Smith
Chicago ADAPT	515 Busse Hwy Ste 101	Park Ridge	IL	60068-3154	847-541-5250	Rahnee Patrick
Deaf-Blind Division of the NFB	NA	Chicago	IL	60601	312-640-2127	Burnell Brown
Epilepsy Foundation of Greater Chicago	3400 CJ Barney Drive	Washington	DC	20018	202-832-0697	Twana Brunson
Goodwill Industries of Metropolitan Chicago	17 North State Street	Chicago	IL	60602	312-939-8622	Chequita Baquet
Illinois Department of Human Services	6054 South Western Avenue	Chicago	IL	60636	773-627-5770	Elda Ascencio
Illinois Department of Human Services - Evergreen..	555 West Monroe Street	Chicago	IL	60661	312-814-1350	Rosa Holder
Keystone Community Resources HQ	9730 South Western Avenue	Evergreen Park	IL	60805	708-857-2350	Stephanie Chunca
Lehigh Valley Center for Independent Living (LVCIIL)	100 Abington Executive Park	South Abington T	PA	18411	570-702-8000	Joe Michener
Managed Care Network	435 Allentown Dr	Allentown	PA	18109-9121	610-770-9781	Roxanne Young
Park Lawn Association	1625 Buffalo Avenue	Niagara Falls	NY	14303	585-314-3057	Jim Tabor
Texas Governor's Committee on People with Disabilities	10833 Laporte Ave	Oak Lawn	IL	60453-5412	708-425-3344	Nancy --
The Arc of Bell County	1100 San Jacinto Blvd	Austin	TX	78701-1935	512-463-5739	Nanci Holle
The Arc of Denton County	Po Box 811	Temple	TX	76503	254-760-4814	Kay Goodman
The Arc of the Capital Area	Po Box 2471	Denton	TX	76201	972-436-8471	Maria Kelly
The Carole Robertson Center for Learning at Albany Park	1106 Clayton Ln	Austin	TX	78723	512-476-7044	Ian Hardie
TX Workforce Solutions Vocational Rehabilitation - Waco	5101 N. Kimball Ave	Chicago	IL	60625	773-509-5697	Jonathan Mize
Vocational Rehabilitation Services - Allentown	1416 South New Road	Waco	TX	76711	254-296-5251	Marina Gallop
Vocational Rehabilitation Services - Wilkes-Barre	45 North 4th Street	Allentown	PA	18102	610-821-6441	Fran Granahan
YAI / National Institute for People with Disabilities of New Jersey	300G Laird Street	Wilkes-Barre	PA	18702	570-826-2011	Felicia Sandiford
Chicago Urban League	4510 S Michigan Ave	Chicago	IL	60653-3816	773-285-5800	Karen Coleman
Concerned Black Men (CBM) -- National Office	1816 12th Street Northwest	Washington	DC	20009	202-783-6119	Karen Minor
Illinois Hispanic Chamber of Commerce	222 West Merchandise Mart Plaza	Chicago	IL	60654	312-425-9500	Janet Dominguez
Italian-American Chamber of Commerce - Chicago	500 N Michigan Ave Ste 300	Chicago	IL	60611-3775	312-553-9137	General Contact

LULAC Odessa	620 North Grant Avenue	Odessa	TX	79761	432-349-9840	carolsambulance@yahoo.com	Carol Uranga
MANA - A National Latina Organization - DC	1725 K St Nw Ste 201	Washington	DC	20006-1401	202-833-0060	ahinojosa@hermana.org	Amy Hinojosa
National Hispanic Professional Organization - Houston	6946 Kernel Street	Houston	TX	77087	281-795-5729	jrgonzales@jrgusa.com	JR Gonzales
United Neighborhood Centers of NEPA	425 Alder Street	Scranton	PA	18505	570-346-0759	dcarrto@uncnepsa.org	Daysi Carreto
Focus Hispanic Center For Community Development, Inc	441 Broad St # 443	Newark	NJ	07102-3224	973-624-2528	info@focus411.org	General Contact
Jewish Vocational Services-Whippany	901 State Route 10	Whippany	NJ	07981-1105	973-929-3197	info@jvsnj.org	Office Manager
Society for Technical Communication - DC	8304 Curry Place	Adelphi	MD	20783	301-422-7790	web_diva@wdcb.stowdc.org	Cynthia A. Lockley
Metro West Employment Collaboration	270 Bridge Street	Dedham	MA	02026	781-801-8038	cpowderly@riverstidecc.org	Charles Powderly
New Mexico Workforce Connection - Lea County	204 W Park St	Hobbs	NM	88240-5717	575-393-5188	domonroe@pa.gov	Cheryl Stiles
PA CareerLink Lehigh Valley	555 Union Blvd	Allentown	PA	18109-3389	610-841-1171	psinger@dfwjvjobs.com	Doug Monroe
Workforce Solutions for North Central Texas	5800 Interstate 35	Denton	TX	76207	940-323-4335		Perry Singer
New Jersey Department of Labor and Workforce Development - New Brunswick	550 Jersey Avenue	New Brunswick	NJ	08901	732-937-6200	Sharita.Brown@dol.state.nj.us	Sharita Brown
Department of Labor and Workforce Development (Division of Vocational Rehabilitation Services)	13 Emery Avenue	Randolph	NJ	07869	609-947-1431	marc.schweitzer@dol.nj.gov	Marc Schweitzer
Rider University	2083 Lawrenceville Rd	Lawrenceville	NJ	08648-3001	609-896-5000	careers@rider.edu	Karen Monroe
Union County College	1033 Springfield Avenue	Cranford	NJ	07016	908-835-2302	kortbaoui@ucc.edu	May Kortbaoui
Borough of Manhattan Community College	199 Chambers Street	New York	NY	10007	212-220-8170	career@bmcc.cuny.edu	Mailkam Dior
Canisius College	2001 Main St	Buffalo	NY	14208-1035	716-883-7000	johnson5@canisius.edu	Dede Johnson
City College of New York	Convent Ave. @138th Street	New York	NY	10031	212-650-5327	rchristian@ccny.cuny.edu	Rhea Christian
Houghton College	One Willard Ave.	Houghton	NY	14744	585-567-9622	brian.reitnour@houghton.edu	Brian Reitnour
Juniata College	1700 Moore St	Huntingdon	PA	16652-2119	814-641-3351	kyrsol@juniata.edu	Charlotte Quigley
Middlesex County College	2600 Woodbridge Avenue	Edison	NJ	08837	732-548-2546	cquigley@middlesexcc.edu	Diane Freedman
Montclair State University	1 Main St	Montclair	NJ	07043	973-655-5194	freedmand@mail.montclair.edu	Melissa Metzger
Moravian College	1200 Main Street	Bethlehem	PA	18018	610-621-5090	thecareercenter@moravian.edu	Anna Ogier
New School University	65 5th Ave Rm 214	New York	NY	10003-3003	212-229-1324	careers@newschool.edu	Chris LaGrow
SUNY - Fredonia	280 Central Ave	Fredonia	NY	14063-1127	716-673-3111	lagrow@fredonia.edu	Gary Morris
SUNY - Oswego	7060 Route 104	Oswego	NY	13126	315-312-2255	gmorris@oswego.edu	Nancy Dachille
Chestnut Hill College	9601 Germantown Ave	Philadelphia	PA	19118-2643	215-248-7048	ndachill@chc.edu	Career Center
Molloy College	1000 Hempstead Ave	Rockville Centre	NY	11570-1135	516-678-5000	jobsandinternships@molloy.edu	Joe Ambrosetti
Hobart and William Smith Colleges	629 S Main St	Geneva	NY	14456-3165	215-781-3000	ambrosetti@hws.edu	Bryan Barts
Delaware Valley College	700 E Butler Ave	Doylestown	PA	18901-2607	215-489-2236	careers@delval.edu	Jan Hoffman
East Stroudsburg University	200 Prospect St Ste 1	East Stroudsburg	PA	18301-2956	570-422-3219	jhoffman@po-box.esu.edu	Amanda Gardiner
Emory & Henry College	30461 Garnand Dr	Emory	VA	24327	276-944-4121	agardner@ehc.edu	Samantha Freedburg
Fordham University - Rose Hill Campus	441 E Fordham Rd	Bronx	NY	10458	718-817-1000	internship@fordham.edu	Jen Paolino
High Point University	833 Montlieu Ave	High Point	NC	27262-4260	336-841-9025	paolij05@highpoint.edu	Pamela DellaPorta
Monroe College	29 E Fordham Rd	Bronx	NY	10468-5415	718-993-6700	pdellaporta@monroecollege.edu	Tiffany Austin
Nyack College	1 S Boulevard	Nyack	NY	10960-3698	845-675-4400	career@nyack.edu	Kristen Liesen
Quincy University	1800 College Ave	Quincy	IL	62301-2699	217-222-8020	liesekr@quincy.edu	Jesse Defazio
Slippery Rock University	1 Morrow Way	Slippery Rock	PA	16057	724-738-2028	career.services@sru.edu	Colleen Dunkel
SMU Cox School of Business	Po Box 750333	Dallas	TX	75275-0333	214-768-1943	cdunkel@cox.smu.edu	Darlene Beisiegel
Southwestern Illinois College	4950 Maryville Rd	Granite City	IL	62040	618-931-0600	darlene.beisiegel@swic.edu	Janet Burroughs
St. Bonaventure University	3261 W State Rd	St. Bonaventure	NY	14778	716-375-2000	career@sbu.edu	Megan Pannaccio
Temple University - Fox School of Business	1801 Liacouras Walk	Philadelphia	PA	19122	800-000-0000	mpanaccio@temple.edu	Sherril Mata
Texas Wesleyan University	1201 Wesleyan Street	Fort Worth	TX	76105	817-531-6552	careerservices@twes.edu	Megan Baeza
The University of Texas Permian Basin - UTPB	4901 E University Blvd	Odessa	TX	79762-8122	432-552-2890	careerservices@utpb.edu	Mary Younker
Trinity International University	2065 Half Day Rd	Deerfield	IL	60015-1241	847-317-7120	careers@tiu.edu	Hilary Koler
University of Pittsburgh	200 William Pitt Union 3959 Fifth Ave Pittsburgh	Pittsburgh	PA	15260	412-383-4473	hkoller@katz.pitt.edu	Joe Reeves
Wright College	4300 N. Narragansett	Chicago	IL	06034	773-777-7900	jreaves@ccc.edu	Donna Robertson
Fairleigh Dickinson University - Metropolitan Campus	1000 River Rd	Teaneck	NJ	07666-1914	201-692-2000	career@fdtu.edu	Lois Bunch
Mercer County One Stop	26 Yard Avenue	Trenton	NJ	08609	609-633-8208	lois.bunch@dol.nj.gov	Victor Alvarado
Monmouth County One Stop Career Center	60 North Taylor Avenue	Neptune City	NJ	07753	732-775-1566	Victor.alvarado@dol.state.nj.us	John Lehnert
Morristown One Stop Career Center	30 Schuyler Pl	Morristown	NJ	07960-5193	973-361-0043	john.lehnert@dol.nj.gov	

New Jersey Department of Military and Veterans Affairs - Asbu	NJ	07712-6945	732-775-7009	Stanley.Sinicki@dol.nj.gov	Stan Sinicki
Newark One-Stop Career Center	NJ	07102	973-648-3370	Ricky.Ohara@dol.nj.gov	Ricky Ohara
One-Stop Career Center - Perth Amboy	NJ	08861-4192	732-293-5016	Ingrid.Macias@dol.state.nj.us	Ingrid Macias
Passaic County New Jersey - Veterans Services	NJ	07512	973-569-4090	johnh@passaiccounty.nj.org	John Harris
Passaic County One Stop Career Center	NJ	07505	973-340-3400	angelica.lindo@dol.state.nj.us	Angelica Lindo
Somerset County One Stop Career Center	NJ	08876-2949	908-704-3015	veronica.jones@dol.nj.gov	Veronica Jones
Union County One Stop Career Center	NJ	07060-1218	908-412-3717	jean.carter@dol.state.nj.us	Jean Carter
Union County One-Stop Career Center - Elizabeth	NJ	07201	908-965-3910	Ingrid.Macias@dol.nj.gov	Ingrid Macias
Veterans Services Workforce Field Services NJ Department of L	NJ	08876-2949	908-252-2272	veronica.jones@dol.state.nj.us	Veronica Jones
Vocational Rehabilitation Services - Bergen County	NJ	07601	201-996-8970	john.bautz@dol.state.nj.us	John Bautz
Vocational Rehabilitation Services-Westampton	NJ	08060-3832	609-518-3948	henry.bass@dol.state.nj.us	Henry Bass
Morris County One Stop Career Center	NJ	07869-1308	862-397-5600	mark.ortega@dol.nj.gov	Mark Ortega
Department of New Jersey, Catholic War Veterans	NJ	08611-25005	609-890-2074	fbk5@msn.com	Frank Kowalski
Bellingham Veterans Services	MA	02019	774-292-2437	bgreenhalgh@bellinghamma.org	Bob Greenhalgh
ESGR - Employer Support of the Guard and Reserve - Milford	MA	01757-3680	508-233-6784	eleonor.j.cash.ctt@mail.mil	Ellie Cash
Masshire Berkshire Career Center	MA	01201	413-499-2220	Ann.Deres@dema.org	Ann Deres
New Jersey Department of Labor & Workforce Development	MA	08876	908-704-3356	Amanda.Modale@dol.nj.gov	Amanda Modale
New Jersey Department of Military and Veterans Affairs - Midc	NJ	08873	732-997-6347	Joseph.Battito@dmava.nj.gov	Joseph Battito
Worcester Vet Center	MA	01604-3185	508-753-7902	Paula.gawlik@va.gov	Paula Gawlik
American Job Center - Northwest	DC	20006	202-530-9371	Goldsborough.Sterling@dc.gov	Goldsborough Sterling
American Job Center Southeast	DC	20020	202-741-7747	michael.ervin2@dc.gov	Michael Ervin
American Job Center-Headquarters	DC	20019	202-698-6341	lana.hampton@dc.gov	Lana Hampton
Arlington Employment Center	VA	22204-5703	703-228-1409	myrna.tejara@vec.virginia.gov	Myrna Tejera
Connect Vets	IL	60604-3507	855-645-2975	egarrity@ConnectVETS.org	Emily Garrity
Cook County Veterans Services	IL	60601	312-814-3326	Michelle.Richards@illinois.gov	Michelle Richards
Department of Employment Services - Veterans Outreach	DC	20001	202-698-5247	Christopher.Rollins@dc.gov	Christopher Rollins
Disabled American Veterans - Federal Chapter # 1	DC	20024	240-305-5516	haleyhlr@aol.com	Howard Terry
Disabled American Veterans - Leigh Valley #7	PA	18045-7904	610-438-4174	lilgiant3@verizon.net	Robert Graham
Disabled American Veterans - Wint Eagle-Lgn Sq Chapter 36	IL	60630-3407	773-206-0199	jarens6868@sboglobal.net	Raymond Greene
Jesse Brown VA Medical Center	IL	60612	312-569-8069	Tiffany.Gunn@va.gov	Robert Arens
Lackawanna County Veterans Affairs	PA	18503	570-963-6778	EiseleD@lackawannacounty.org	Tiffany Gunn
Luzerne County Veterans Affairs	PA	18702-2518	570-706-3960	James.spagnola@luzernecounty.org	David Eisele
National Association for Black Veterans - Washington DC Chap	DC	20036	202-822-0011	joewynn@vetsgroup.org	Jim Spagnola
National Women Veteran United / SGT Simone A. Robinson M	IL	60652	872-731-2150	nwvu.org@gmail.com	Joe Wynn
New Jersey Department of Military and Veterans Affairs - Port	NJ	07865-4327	908-689-5840	annle.richter@cardno.com	Rochelle Crump
Society of American Military Engineers - Chicago	IL	60606	312-798-0303	mroinick@sullivancounty-pa.us	Sibley Smith
Sullivan County Veterans Affairs	PA	18626-0157	570-946-7677	luis.martineziii@twc.state.tx.us	Mark Roinick
Texas Veterans Leadership Program	TX	76903	325-653-2321	jsharpe@legion.org	Luis Martinez III
The American Legion	DC	20007	202-263-2995	workplace320@gmail.com	Joe Sharpe
The Workplace Career Resource Center	VA	20186-3037	540-422-8422	jerry.a.hernandez.civ@army.mil	Mary Cripun
Transition Assistance Program	TX	76544	254-553-6363	hillcuso@co.hill.tx.us	Jerry Hernandez
Veterans County Service Officers Association of Texas - Hill	TX	76645-0882	254-582-4074	hillcuso@co.hill.tx.us	Joe Orban
Veterans County Service Officers Association of Texas - McLenn	TX	79782-1116	432-756-3711	jwhedrick@gmail.com	Jarrell Hedrick
Veterans County Service Officers Association of Texas - Milam	TX	76701-1330	254-759-5617	steve.hernandez@co.mclenn.tx.us	Steve Hernandez
Veterans County Service Officers Association of Texas - Travis	TX	78576-1748	512-854-9340	mcvso@milamcounty.net	Kenneth Janicek
Virginia Career Works-Culpeper Center	VA	22701	540-727-1055	x michael.barnes@vec.virginia.gov	Susan Lewis
Virginia Employment Commission - City of Alexandria	VA	22311-1716	703-838-4316	Kourtney.Harris@alexandriava.gov	Michael Barnes
Virginia Employment Commission - Fredericksburg	VA	22408-8602	540-322-5778	rober.singer@vec.virginia.gov	Kourtney Harris
Volunteers of America - Illinois	IL	60605-2000	312-564-2338	sthomas@voail.org	Robert Singer
Washington DC VA Medical Center	DC	20422-0001	202-745-8000	x blaine.trueblood@va.gov	Sanchez Thomas
Wyoming County Veterans Affairs	PA	18657-1228	570-996-2258	jhubert@wyccopa.org	Blaine Trueblood Jack Hubert

Bucks County Vet Center	2 Canals End Rd	Bristol	PA	19007-4804	215-823-4590	Steven.roll@va.gov	Steven Roll
Employer Support of the Guard and Reserve - New Jersey	5511 Texas Avenue	Fort Dix	NJ	08640	609-562-3987	tyler.l.sandford.ctr@mail.mil	Tyler Sandford
Montgomery County Vet Center	320 E Johnson Hwy	Norristown	PA	19401	215-823-5245	Camille.Murphy2@va.gov	Camille Murphy
Ada S McKinley Community Services, Inc	1863 S Wabash Ave	Chicago	IL	60616-1614	312-326-1229	egreen@adamckinley.org	Eula Green
Christian's Women's Job Corps	500 Webster Avenue	Waco	TX	76706	254-757-0416	adminassistant@cwjcwaco.org	Sara Aguirre
DCCADV-DC Coalition Against Domestic Violence	5 Thomas Cir Nw	Washington	DC	20005-4104	202-299-1181	info@dccadv.org	General Contact
Families in Crisis, Inc.	Po Box 25	Killeen	TX	76540-0025	254-634-1184	ficinc@earthlink.net	Donna --
NDBW Express Network	6204 Highfield Park	Denton	TX	76210	214-293-1552	northdallasbusinesswomen@gmail.c	Karen Morriss
Organization of Chinese American Women - Washington D.C.	4641 Montgomery Ave Ste 208	Bethesda	MD	20005-3688	301-907-3898	virginia@ocawwomen.org	Jane Pan
The Black Woman's Agenda, Inc.	5335 Wisconsin Ave Nw	Washington	DC	20015-2030	202-730-2637	bwa@bwa-inc.org	Gwainevere Catchings Hess
The Women's Center of Greater Chicago Land	5116 N Cicero Ave	Chicago	IL	60630-2425	800-400-4205	cmurphy@womens-center.org	Colleen Murphy
YWCA Northeastern Massachusetts	38 Lawrence Street	Lawrence	MA	01840	978-687-0331	probinson@ywcane.ma.org	Priscilla Robinson

RCN Corporation
Location
FCC General Recruitment Report - 76.1702(b)(3)
July 15, 2022 through July 14, 2023

Outreach Efforts	Sponsor	Date	Description
Astound Diversity, Equity, and Inclusion Intern Program	Astound	May - August 2023	Astound Intern program focused on providing college students intern opportunities in the MVPD industry.
Employee Training Program	Astound	Ongoing	Online training on Sexual Harassment for all new hires.
Employee Training Program	Astound	Ongoing	Online training on Harassment Prevention and Maintaining a Respectful Workplace for all new hires.
Employee Training Program	Astound	Ongoing	Online training on Code of Business Conduct to review RCN policy and practices for all new hires.
Management/Employee Training Program	Astound	Ongoing	Managing Bias
Management Training Program	Astound	Ongoing	Modeling Inclusive Leadership for all managers.
Management Training Program	Astound/Kardia Consulting	Ongoing	Diversity, Equity, and Inclusion training for senior level leaders
Management Training Program	Astound	Ongoing	Online training on Interviewing and Selecting Employees for all hiring managers.
ModelExpand X Astound Inclusive Hiring Training Series	ModelExpand & Astound Broadband	June 20, 22nd, & 27th, 2023	Partnered with ModelExpand to provide training to Astound leaders as to methods of ensuring equal employment opportunity and preventing discrimination.
Employee Training Program	Astound	Ongoing	Online training on Steps to Become More Productive for all new hires.
Employee Training Program	Astound	Ongoing	Online training on Active Violence Prevention, Preparedness, and Response Overview for all new hires.
Management Training Program	Astound	Ongoing	Management Essentials - Fundamentals of supervising and managing employees
Management Training Program	Astound	Ongoing	Cultivating a Growth Mindset
Management Training Program	Astound	Ongoing	Harassment Prevention
Employee Training Program	Astound	Ongoing	Microaggressions Training for all employees
Employee Training Program	Astound	Ongoing	PCI Security Awareness Training
Employee Training Program	Astound	Ongoing	Employee Development, Cultural Conversations with CMO
Employee Training Program	Astound	Ongoing	Harassment Prevention all employees
Astound Careers TV Commercials	Astound	Ongoing	TV Commercials promoting MVPD careers in our communities
Employee Training Program	Astound	Ongoing	New Products and Services Training
Employee Training Program	Astound	Ongoing	2 Steps to Become more productive

FCC Annual Report
Location
Source Recruitment Evaluation - 76.1702(b)(4)
July 15, 2022 through July 14, 2023

Referral Type	# of Applicants	# of Interviewees	# of Hires
3rd Party Agency	10	4	2
Astound Employee Referral Program	17	3	1
Astound Internal Job Posting	18	6	0
Astound Careers Page	36	10	1
Monster.com	3	0	0
Appcast	236	10	1
LinkedIn	54	20	6
Indeed	113	12	1
ZipRecruiter	9	0	0
Diversity Website	3	0	0
Professional/Business Referral	1	1	0
State Job Board	2	0	0
Word of Mouth	5	2	0
TOTAL	507	68	12



Reference Copy
OMB Control No.
3060-1033

EEO Form 396-C

File No.: CBL0010725

Filing Status: Ready for Review

11838

[Amend](#)

[Print](#)

General Information

FCC Registration Number (FRN)
0019669563

Filing Year
2023

Employment Unit ID (EUID)
11838

Section I - Identifying Information

Has the identifying information associated with this EUID changed?
No

Operator Legal Name
RCN TELECOM SERVICES, LLC

Operator Address 1
650 College Road East, Suite 3100

Operator City
PRINCETON

Operator state
NJ

Operator Zip Code
08540

State of Employment Office
NJ

County of Employment Office
Mercer

Application Purpose
New Program Report

Supplemental Investigation Sheet (SIS) Required
false

Category of Respondent
Six (6) or more full-time employees during the selected reporting period

Reporting Period Start Date
2022-07-15

Reporting Period End Date
2023-07-14

Section II - Community Information

Section III - EEO Policy and Program Requirements

Complied with outreach provisions

Yes

Disseminated widely EEO Program

Yes

Contacted multiple sources of applicants

Yes

Offered promotions in nondiscriminatory manner

Yes

Sought out entrepreneurs in a nondiscriminatory manner

Yes

Analyzed the results of efforts to recruit hire promote and use services

Yes

Defined responsibility of management

Yes

Conducted continuing program to exclude prejudice

Yes

Conducted continuing review of job structure

Yes

Section IV - Additional Information

FCC FORM 396-C -- Supplemental Investigation Sheet PART I - PART I - Employee Job Descriptions

PART II - Inquiries Concerning EEO Program and Practices

PART III - EEO Public File Report

Exhibits

Certifications

I certify that to the best of my knowledge, information and belief, all statements contained in this filing are true and correct. WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

Certifier Information

Certifying Official Name and Signature

Tracy Brutcher

Certifying Official Title

SVP, Human Resources

Certifying Official Phone

609-681-2189

Certifying Official Email

tracy.brutcher@astound.com

Certifying Date Signed

2023-09-29