

FCC/IEEO Program Annual Record			
New York	Time Vacancies - 76.172(b)(1) July 15, 2022 through July 14, 2023		
FCC Unit ID #	Description	Job Title	Vacancies
11833	New York	Business Account Executive	1
		Business Development Manager	1
		Business Operations Project Manager	1
		C1 Small Business Account	1
		Direct Sales Representative 00	1
		Director, Sales Engineering	1
		Enterprise Account Executive	3
		Fiber Engineer	1
		Senior Director, Gems	1
		Senior Strategic Account Executive	1
		Service Delivery Support Specialist	1
		Sr Enterprise Account Executive	1
		Strategic Account Executive - GEMS	1
		Wholesale National Sales Manager	1
		Sr Accountant 2	2
		Associate Strategic Account Manager	1
		TOTAL	19

FCC Annual Report

New York

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
Astound Website- Careers Page	650 College Road East	Princeton	NJ	08540	425-217-4200	tracy.brutcher@astound.com	Tracy Brutcher
Astound Employee Referral Program	22-15 43rd Avenue	Long Island City	NY	11101	646-599-3335	erica.peterson@astound.com	Erica Peterson
Astound Internal Job Posting	650 College Road East	Princeton	NJ	08540	646-599-3335	erica.peterson@astound.com	Erica Peterson
Astound Queens Payment Center	33-16 Woodside Avenue	Long Island City	NY	11101	917-548-1169	luddys.leon@astound.com	Luddys Leon
TV Commercials	650 College Road East	Princeton	NJ	08540	609-452-2543	vanness.perry@astound.com	Vanessa Perry
Career Builder	10080 Lasalle Street	Chicago	IL	60611	Unknown	Unknown	Unknown
LinkedIn							
Glassdoor.com	100 Shoreline Highway	Mill Valley	CA	94941	415-944-6967	jenna.logan@glassdoor.com	Jenna Logan
Peoplesolved	5830 Granite Pkwy, Suite 100	Plano	TX	75024	857-214-5287	thalia.marquez@peoplesolved.com	Thalia Marquez
Appcast	175 Highland Avenue	Needham	MA	02494	857-404-0891	ckelly@buyersrds.com	Collen Kelly
ZipRecruiter	175 Highland Avenue	Needham	MA	02494	857-404-0891	ckelly@buyersrds.com	Collen Kelly
Indeed	175 Highland Avenue	Needham	MA	02494	857-404-0891	ckelly@buyersrds.com	Collen Kelly
Zippia	30th Avenue	New York Heights	NY	11370	718-350-3056	rmathis@lexnyc.org	Regina Mathis
Monster.com	622 Third Avenue, 37th Floor	New York	NY	10017	646-203-4706	ann.jackman@monster.com	Ann Jackman
Trilan	5725 Oleander Drive Suite G-1	Wilmington	NC	28403	910-256-1888	kfadden@gotrihan.com	Kelsey Fadden
Facebook/Twitter	online recruiting					juie.thomas@astound.com	Juie Thomas
JJ Staff Agency	1026 Hutton Way	Yaphank	NY	11980	631-448-8567	joanne@jjstaffingagency.com	Joanne Gazzal
100 Black Men of the Bay Area, Inc.	1807 Martin Luther King, Jr. Way	Oakland	CA	94612	510-763-3661	100blackmen@att.net	Mabel S
100 Hispanic Women	358 5th Ave Rm 504	New York	NY	10001-2209	212-239-1430	100hispanicwomen@gmail.com	Milagros O'Toole
Abilities Inc. at the Viscardi Center	201 IU Willets Road	Albertson	NY	11507	516-465-1400	mdolan@viscardicenter.org	Mike Dolan
ACES-VR at NYSED - Harlem	163 West 125th Street	New York	NY	10027	212-961-4420	cherise.davis@nyseg.gov	Cherise Davis
Actors Fund of America - New York	729 7th Avenue	New York	NY	10019	212-221-7300 x259	careercenter@actorsfund.org	Career Center
Asian Resources	5709 Stockton Blvd	Sacramento	CA	95824-1613	916-454-1892	chong@asianresources.org	Chong Vang
Association of Community Employment Programs for the Homeless (ACE)	598 Broadway	New York	NY	10012	212-274-0550	efernandez@acenenewyork.org	Manny Fernandez
Association to Benefit Children	1841 Park Ave	New York	NY	10035-1316	646-459-6046	abc@a-b-c.org	Judy Holtzman
Babson College	231 Forest St	Wellesley	MA	02481-6834	781-235-1200	mcallahan1@babson.edu	Makala Callahan
Back 2 Work at Butte County Office of Education	1859 Bird Street	Oroville	CA	95965	530-532-5650	jestrada@bcoe.org	Jessica Estrada
Bergen Community College	400 Paramus Road	Paramus	NJ	7652	201-447-7100	jreyes@bergen.edu	Jennifer Reyes
Best Buddies - Illinois	500 N. Dearborn - Suite 730	Chicago	IL	60654	312-828-9313	flynnokner@bestbuddies.org	Flynn Okner
Borough of Manhattan Community College	199 Chambers Street	New York	NY	10007	212-220-8170	career@bmcc.cuny.edu	Mailkam Dior
Bowery Residents' Committee, Inc. - Palace Employment Shelter	315 Bowery # 317	New York	NY	10003-7151	212-533-5656	trown@brc.org	Tanya Brown
Bronx Vet Center	2471 Morris Ave., Suite 1A	Bronx	NY	10468	718-367-3500	damian-guzman@va.gov	Damian Guzman
Bronx Workforce1 Career Center	400 East Fordham Road	Bronx	NY	10458	718-960-7901	jake.lewis@labor.ny.gov	Jake Lewis
Catholic Charities Community Services, NYC	1011 1st Avenue	New York	NY	10022	646-951-7791	boukary.ouedraogo@catholiccharitiesnyc.org	Boukary Ouedraogo
Catholic Charities of Portland	2740 Southeast Powell Boulevard	Portland	OR	97202	503-688-2672	vwaldrup@ccoregon.org	Victoria Waldrup
Center For Independent Living, Inc.	2539 Telegraph Ave	Berkeley	CA	94704-2917	510-841-4776	poconnell@cilberkeley.org	Peter O'Connell
Centro Romero	6216 N Clark St	Chicago	IL	60660-1208	773-508-5300	info@centromero.org	Dalia Galvan
Chautauqua Works One-Stop	407 and 419 Central Ave	Dunkirk	NY	14048	716-366-9015	vicky.america@labor.ny.gov	Vicky America
Chicago Urban League	4510 S Michigan Ave	Chicago	IL	60653-3816	773-285-5800	kcoleman@thechicagourbanleague.org	Karen Coleman
Chinese-American Planning	165 Eldridge Street	New York	NY	10002	212-941-0041	wvong@ccc-nyc.org	Vickie Wong
Chinese-American Planning Council	6022 7th Ave	Brooklyn	NY	11220-4105	212-941-0920	mchan@ccc-nyc.org	Mavis Chan
Chinese League of Greater New Brunswick	49 Throop Ave	New Brunswick	NJ	8901	732-247-9060	dianet@civicleague.com	Diane Tucker
Commission for the Blind	535 Southeast 12th Avenue	Portland	OR	97214	971-673-1593	Morgan.Rincon@cfb.state.or.us	Morgan Rincon

Community Access Services	4506 Southeast Belmont Street	Portland	OR	97215	503-330-8496	mer@cas-od.org	Mer Stevens
Connect Vets	65 W Jackson Blvd # 126	Chicago	IL	60604-3507	855-645-2975	egarity@ConnectVETS.org	Emily Garrity
ContraCovid	1 Main Street	Queens	NY	11354	917-409-7820	contracoviddata@gmail.com	Briana Bell
Corazon Community Services	5114 West 14th Street	Cicero	IL	60804	708-656-1400	vmelgoza@corazoncs.org	Vanessa Melgoza
Crossroads at Park Place, Inc.	3827 Broadway St	Houston	TX	77017-3022	713-252-3604	olteach@hotmail.com	Margo Montgomery
Crossroads Diversified Services, Inc.	9300 Tech Center Dr	Sacramento	CA	95826-2555	916-457-1900	donnamck@crossroadsdiversified.com	Donna Mckey
Disabled American Veterans - A G Tricentennial Chapter 84	4701 Midlothian Turnpike	Crestwood	IL	60445	708-878-8723	commander@dav84.org	John Fanning
Disabled American Veterans - Col R M Wainz #145	Po Box 436	East Rockaway	NY	11518	516-593-6310	vito1726@aol.com	William Tricarico
Disabled American Veterans - CPT P J E Hogan #5	Po Box 441	Bayonne	NJ	07002-0441	201-437-5516	hcs1131@aol.com	Henry Sanchez
Disabled American Veterans - Dick Bilyeu Chapter 93	Po Box 1091	Highland	CA	92346-1091	916-768-2758	cms89rms@sbcglobal.net	Gerald Stewart
Disabled American Veterans - Elmout #109	106 Terrace Ave	Elmont	NY	11003-1737	516-352-3166	kland05@yahoo.com	Bruce Douglas
Disabled American Veterans - Lehigh Valley #7	202 Stephanie Dr	Easton	PA	18045-7904	610-438-4174	ligiant3@verizon.net	Raymond Greene
Disabled American Veterans - Lt Alfred Lucia #118	2878 Grand Ave Apt 36b	Baldwin	NY	11510	516-887-7100	davny@optonline.net	DAV Chapter 118
Disabled American Veterans - Nassau #117	1876 Byrd Dr	East Meadow	NY	11554-2502	516-794-8226	nyveterans@hotmail.com	Barry Slonim
Disabled American Veterans - Queens Wlem #92	12055 Queens Blvd	Kew Gardens	NY	11424-1015	718-263-2508	mr.samuel.mantilla@gmail.com	Samuel Mantilla
Disciples for Christ Community Outreach, Inc	71 Rockview Terrace	Rochester	NY	14606	585-719-8721	disciplescommunityoutreach@yahoo.com	Priscilla Young
Displaced Homemaker Program - Bronx	2155 University Avenue	The Bronx	NY	10453	718-289-5833	blanche.kellawon@bcc.cuny.edu	Blanche Kellawon
Dominican Women's Development Center	107 Roanoke Avenue	New York	NY	11207		newdawnforwomen@gmail.com	Karina Aybar
East End Disability Associates, Inc.	East End Disability Associates, Inc.	Riverhead	NY	11901	631-369-7345	services@eeda.org	Joan Lucarelli
East Harlem Council for Community Improvement	300 East 175th Street	The Bronx	NY	10457	347-649-3027	lcolon@promesa.org	Lucy Colon
Easter Seals New York	103 White Spruce Blvd	Rochester	NY	14623-1610	212-244-6053	rogers@eastersealsny.org	Ron Rodgers
EDD Vallejo California	1440 Marin Street	Vallejo	CA	94590	707-648-5396	jimmie-blanton@edd.ca.gov	Jim Blanton
Edison Job Corps Center	500 Plainfield Ave	Edison	NJ	08817-2515	732-985-4800	Pratt-Davies.Cheryl@jobcorps.org	Cheryl Pratt-Davies
El Centro East One-Stop Business & Employment Services	2695 S 4th St	El Centro	CA	92243-6012	760-337-3868	carleton.bradley@edd.ca.gov	Carleton Bradley
El Concilio - CalWORKS Lodi	1330 South Ham Lane	Lodi	CA	95242	209-370-6300	skho@sjgov.org	Strey Kho
El Concilio - Manteca Office	1215 W. Center St., Suite 105	Manteca	CA	95337	209-249-2100	jmor@elconcilio.org	Jose Moreno
Elk Grove Adult & Community Education	8401 Gerber Road	Sacramento	CA	95828	916-793-2323	vasquaa@egusd.net	Juliana Vasquez
Elk Grove Adult & Community Education	8401 Gerber Road	Sacramento	CA	95828	916-793-2323	gwandell@egusd.net	Gina Wandell
ESGR - Employer Support of the Guard and Reserve - Seattle	211 W 14th St	Seattle	WA	98060	253-512-8253	Marie.i.moytahan.ct@mail.mil	Marie Moytahan
Fedcap Rehabilitation Services	621 Degraw St	New York	NY	10011-7102	212-727-4200	cscheel@fedcap.org	Carleen Scheel
Fifth Avenue Committee	441 W 26th St	Brooklyn	NY	11217-3120	718-237-2017	nfranklin@fifthave.org	Nigel Franklin
Fordham University - Rose Hill Campus	5960 9th Street	Bronx	NY	10458		internship@fordham.edu	Samantha Freedburg
Fort Belvoir Warrior Transition Battalion	400 Supor Boulevard	Harrison	VA	22060	571-231-5182	Jesus.m.febo@colombia.com	Jesus (Manny) Febo-Colon
Goodwill Industries of Greater New York & Northern New Jersey	40 Rector Street	New York	NJ	7029	718-704-5901	ABrown2@goodwillny.org	Adria Brown
Grace Institute	3725 Marysville Boulevard	Sacramento	CA	95838	916-286-8600	rcobb@gsul.org	Ronnie Cobb
Greater Sacramento Urban League	9649 W 55th St	Countryside	IL	60525-3632	708-352-3580	melissa.mackay@hhcenter.org	Melissa Mackay
Helping Hand Center	50 Clinton Street	Hempstead	NY	11550	516-485-5000	George.Roach@labor.ny.gov	George Roach
Hempstead Works Career Center	265 Henry Street	New York	NY	10002	212-478-5400	JTung@henrystreet.org	Jeanie Tung
Hicksville Career Center	301 West Old Country Road	Hicksville	NY	11801	516-932-4027	Ingrid.Alexander@labor.ny.gov	Ingrid Alexander
Hispanic Federation	130 William St Fl 5	New York	NY	10038-5067	212-233-8955	dcaba@hispanicfederation.org	Diana Caba
Houston Area Urban League	5260 Griegs Road	Houston	TX	77021	281-220-6031	rwilliams@haul.org	Rommel Williams
Houston VA Regional Office - VR&E	6900 Alameda Rd	Houston	TX	77030-4200	713-383-2728	al.morales@tvc.texas.gov	Al Morales
Hudson County One Stop Career Center - Jersey City	438 Summit Avenue	Jersey City	NY	7306	201-217-7008	robert.fletcher@dol.state.nj.us	Robert Fletcher
Hudson Guild - Fulton Center	441 W 26th St	New York	NJ	10001-5629	212-760-9803	csands@hudsonguild.org	Charles Sands
Huntington Township Chamber of Commerce	164 Main St	Huntington	NY	11743-6920	651-423-6100	info@huntingtonchamber.com	Courtney Bynoe
IDES - Veteran Intensive Services Coordinator	2122 West Taylor Street	Chicago	IL	60612	773-980-4462	Julie.Schmidt4@va.gov	Julie Schmidt
Illinois Department of Employment Security	2444 West Lawrence Avenue	Chicago	IL	60625	773-344-9946	Christopher.Robinson@illinois.gov	Christopher Robinson
Illinois Department of Employment Security - Joliet	250 North Chicago Street	Joliet	IL	60432	815-740-5100	jerome.rochon@illinois.gov	Jerome Rochon
Illinois workNet Center - N. Aurora	2 Smoketree Plaza	North Aurora	IL	60542	630-844-8765	brian.vanoosten@illinois.gov	Brian Van Oosten
Imani House	76 5th Ave # A	Brooklyn	NY	11217-4648	718-638-2059	ihresource@imanihouse.org	Sekou Ideraaddullah

Jamaica Women's Employment Shelter at Volunteers of America	95-10 218th Street	Queens	NY	11429	718-262-1450	chart@voa-gny.org	Camille Hart
Jericho Project	245 W 29th St	New York	NY	10001-5208	646-624-2341	sfarimani@jerichoproject.org	Sara Farimani
Jersey City One Stop Career Center	438 Summit Avenue	Jersey City	NJ	7306	201-795-8800	hector.alba@dol.nj.gov	Hector Alba
Jewish Community Council of Greater Coney-Island	3001 West 37th Street	Brooklyn	NY	11224	718-449-5000	r.berman@jccgci.org	Rivkah Berman
Jewish Disability Empowerment Centre	576 5th Avenue	New York	NY	10036	212-284-6936	lweinstein@yadempowers.org	Mr. Weinstein
Jewish Vocational Services	7 Glenwood Avenue	East Orange	NJ	7017	862-704-2228	jsowell@jvsnj.org	Janet Sewell
Job Path, Inc.	22 W 38th St Fl 11	New York	NY	10018-0099	212-944-0560	swongyou@jobpathnyc.org	Stephanie Wong-You
Kingsborough Community College	2001 Oriental Blvd	Brooklyn	NY	11235-2333	718-368-5778	Christine.Zagari@kbcc.cuny.edu	Christine Zagari
Korean Chamber of Commerce and Industry	460 Park Ave Rm 21	New York	NY	10022-1825	212-644-0140	admin@kocham.org	General Contact
Lackawanna County Veterans Affairs	507 Linden St. 3d	Scranton	PA	18503	570-963-6778	EiseleD@lackawannacounty.org	David Eisele
Latin Women in Action	10306 39th Avenue	Allentown	PA	18109-9121	610-478-2972	latinwomeninaction.inc@gmail.com	Haydee Zambrana
Lehigh Valley Center for Independent Living (LVCIL)	435 Allentown Dr	Queens	NY	11370	718-350-3056	joemichener@vccil.org	Joe Michener
Lexington Center for the Deaf	30th Avenue	Jackson Heights	NY	11370	718-350-3056	rmathis@lexnyc.org	Regina Mathis
Long Beach Office of Veterans	1 W Chester St	Long Beach	NY	11561-2016	516-431-1000	info@longbeachny.org	Mary G.
Long Island University - Brooklyn Campus	1 University Plz	Brooklyn	NY	11201-5301	718-488-1603	amy.rothenberg@liu.edu	Amy Rothenberg
Luzerne County Veterans Affairs	77 Water St	Wilkes Barre	PA	18702-2518	570-706-3960	james.spagnola@luzernecounty.org	Jim Spagnola
Manhattan Comprehensive Night & Day School	240 2nd Avenue	New York	NY	10003	212-353-2010	hattie.hill@mcndhs.com	Hattie Hill
Mary-Newberry Association, Inc. - Job Training & Placement	1073 West Maxwell Street	Chicago	IL	60608	312-829-7555	dhaynesdp@gmail.com	Drue Haynes
Mark Sanders America's Job Center of California	2901 50th St	Sacramento	CA	95817-2304	916-227-0313	joseph.carlotti@edd.ca.gov	Joe Carlotti
Martinez Outpatient Clinic	150 Muir Road	Martinez	CA	94553	925-372-2455	Tristan.Ring@va.gov	Tristan Ring
Mayor's Office of Veterans Affairs	100 Gold Street	New York	NY	10038	212-416-5250	connect@veterans.nyc.gov	Emily Jagroop
Monroe College	29 E Fordham Rd	Bronx	NY	10468-5415	718-933-6700	pdellaporta@monroecollege.edu	Pamela DellaPorta
Mount Saint Mary's University	16300 Old Emmitsburg Rd Ofc	Emmitsburg	MD	21727-7702	301-447-5202	career-center@msmary.edu	Kristen Impala
Mujeres Latinas En Accion - Chicago	2124 West 21st Place	Chicago	IL	60608	773-890-7676	mujeresmail@mujereslat.org	Glady Carillo
NAAACP - Sacramento	3555 3rd Avenue	Sacramento	CA	95817	916-856-0155	sacnaacp@sbglobol.net	Nate White
National Association for Black Veterans - New York	665 Willoughby Avenue	Brooklyn	NY	11206	718-852-6004 x264	NABVETS.NewYork@gmail.com	Cj Williams
National Association for Black Veterans - Queens Chapter # 0082	665 Willoughby Avenue	Brooklyn	NY	11206	718-852-6341	Pbronson1@verizon.net	Peter Bronson
National Federation of the Blind of New York	Po Box 205666	Brooklyn	NY	11220-7666	718-567-7821	office@nfbny.org	Carl Jacobsen
New Jersey Department of Labor and Workforce Development (Division of Vocational Training)	550 Jersey Avenue	New Brunswick	NJ	8901	732-683-8850	irene.perrez@dol.nj.gov	Irene Perrez
New Jersey Department of Military and Veterans Affairs - Paterson	125 State Street	Hackensack	NJ	7601	201-996-8050	joseph.resistov@dmava.nj.gov	Joseph Resistov
New Jersey Department of Military and Veterans Affairs - Port Murray	550 State Route 57	Port Murray	NJ	07865-4327	908-689-5840	sibley.smith@njdmava.state.nj.us	Sibley Smith
New York City ADAPT		New York	NY	11222	212-366-0432	nlaspina@disabilityculture.org	Nadina LaSpina
New York State Department of Labor - Division of Employment Services	215 West 125th Street	New York	NY	10027	718-780-9312	gabriel.nava@labor.ny.gov	Gabriel Nava
Newton One Stop Career Center	9 Hampton House Rd	Newton	NY	10011	212-627-6252	eamtokal@new-nyc.org	John Lehner
Non-Traditional Employment for Women	243 West 20th Street	New York	NY	10011	212-627-6252	eamtokal@new-nyc.org	Erik Antokal
North Suburban Cook County American Job Center	1400 S. Wolf Road	Wheeling	IL	60005-4433	847-484-8187	kathleen.wager@illinois.gov	Kathleen Wager
Northwell Health - Vocational Rehabilitation Program	600 Hempstead Turnpike	West Hempstead	NY	11552	516-939-2290	ssultan2@northwell.edu	Stephanie Sultan
Nyack College	1 S Boulevard	Nyack	NY	10960-3698		career@nyack.edu	Tiffany Austin
NYC Workforce1 Career Center - Bronx	400 East Fordham Road	The Bronx	NY	10458	718-960-2458	maritza.ortega-candelario@labor.ny.gov	Maritza Ortega-Candelario
NYS Department of Labor - Lower Manhattan WorkforceOne Career Center	1 Hudson Sq, 75 Varick St	New York	NY	10013	212-775-3302	edward.dalton@labor.ny.gov	Edward Dalton
NYS Department of Labor - Queens Workforce 1 Career Center	168-25 Jamaica Avenue	Queens	NY	11432	718-557-6711	jimmy.vargas@labor.ny.gov	Jimmy Vargas
NYS Displaced Homemaker Center - Copiague	445 Oak St	Copiague	NY	11726-3111	631-598-0108	iauditor@fegs.org	Isabella Auditore
NYS/DOL Career Center - AJC	160 South Ocean Avenue	Patchogue	NY	11772	631-687-4800	michael.antidormi@labor.ny.gov	Michael Antidormi
Opportunities for a Better Tomorrow	783 4th Ave	Brooklyn	NY	11232-1611	718-369-0303	tsaucier@obtjobs.org	Terry Saucier
Opportunity Junction	3102 Delta Fair Blvd	Antioch	CA	94509-4001	925-776-1133	shaun@opportunityjunction.org	Shaun Samuels
PA CareerLink Lehigh Valley	555 Union Blvd	Allentown	PA	18109-3389	610-841-1171	domonroe@pa.gov	Doug Monroe
PA CareerLink Mercer County	217 W State St	Sharon	PA	16146-1379	724-347-9257	FZelmisky@pa.gov	Frank Zelmisky
Partners In Progress	9923 S Halsted St	Chicago	IL	60628-1035	773-930-6653	lacy@farsouthhcd.org	Frank Zelmisky
Peekskill Employment Center	201 South James Street	Peekskill	NY	10566	914-737-3490	Frank.CastillasIII@labor.ny.gov	Frank Castilla III
PRIDE Industries	681 Main St Ste 114	Placerville	CA	95667-5747	530-621-0469	cindy.schiavone@prideindustries.com	Cindy Schiavone
Project Freedom, Inc. - Robbinsville	223 Hutchinson Rd	Robbinsville	NJ	08691-3457	609-448-2998	tdoherty@projectfreedom.org	Tim Doherty

Queens Vet Center	75-108 91 Ave	Woodhaven	NY	11421	718-296-2871	zhuo.chen@va.gov	Zhuo Chen
Renewed Innovations	10135 Hammerly Boulevard	Houston	TX	77080	281-345-4432	renewedinnovations@sbcglobal.net	Patricia Burton
Sacramento Works One Stop Career Center - Citrus Heights	7011 Sylvan Rd	Citrus Heights	CA	95610-3800	916-676-2540	roy.kim@seta.net	Roy Kim
SAKHI For South Asian Women	1 Main Street	Queens	NY	11354	212-714-9153	sandeep.bathala@sakhi.org	Sandeep Bathala
Salem Vet Center	2645 Portland Road NE, Suite 250	Salem	OR	97301	503-362-9911	Dale.Moffett@oregon.gov	Dale Moffett
Saratoga County Chamber of Commerce	28 Clinton St	New York	NY	10002-1770	518-584-3255	sthornton@saratoga.org	Sara Thornton
SER of Westchester, Inc.	76 Mamaroneck Avenue	White Plains	NY	10601	914-681-0996	serofwestchester@gmail.com	Karen Lugo
South Bronx Job Corps Center	1771 Andrews Ave	Bronx	NY	10453-6803	718-731-7700	beltran.wendy@jobcorps.org	Wendy Beltran
St. Bonaventure University	St. Bonaventure	St. Bonaventure	NY	14778		career@sbu.edu	Janet Burroughs
St. John's University - Queens Campus	8000 Utopia Pkwy Rm 24	Jamaica	NY	11439-9000	718-990-6375	ohagan@stjohns.edu	Joni O'Hagan
State of Washington Division of Vocational Rehabilitation - Mount Vernon	900 E College Way Ste 120	Mount Vernon	WA	98273	360-399-8252	tina.mitchell@dshs.wa.gov	Tina Mitchell
Temp A Veteran	2137 New Jersey 35	Holmdel	NJ	7733	917-952-2766	gus@tempaveteran.com	Gus Vergara
The ARC of Placer	522 Vernon St	Roseville	CA	95678-2639	916-781-3016	info@placercrc.org	General Contact
The Doe Fund	520 Gates Ave	Brooklyn	NY	11216-1506	212-690-6480	plaufer@doe.org	Patricia Laufer
The International Center in New York	50 West 23rd Street	New York	NY	10010	212-255-9555	smullin@intcenter.org	Shawn Mullin
The Loft - Lesbian & Gay Community Services Center	252 Bryant Avenue	White Plains	NY	10605	914-948-2932	info@loftgaycenter.org	Scott Havelka
Union County College	1033 Springfield Avenue	Cranford	NJ	7016	908-835-2302	korbaoui@ucc.edu	May Kortbaoui
United Cerebral Palsy Of Hudson County	721 Broadway	Bayonne	NJ	7002	201-436-2200	cnoel@ucpofhudsoncounty.org	Cherryl Noel
United Cerebral Palsy of Oregon and Southwest Washington	305 Ne 102nd Ave Ste 100	Portland	OR	97220-4170	503-777-4166	jguzman@ucporegon.org	Julie Guzman
VA Portland Health Care System	1601 East 4th Plain Boulevard	Vancouver	WA	98661	360-696-4061	Debra.Lewis8@va.gov	Debra Lewis
VISIONS/Services for the Blind and Visually Impaired	500 Greenwich Street	New York	NY	10013	212-625-1616	mcush@visionsvcb.org	Michael Cush
Vocational Rehabilitation Services - Allentown	45 North 4th Street	Allentown	PA	18102	610-821-6441	mgallop@pa.gov	Marina Gallop
Volunteers of America - Illinois	47 W Polk St	Chicago	IL	60605-2000	312-564-2338	stthomas@voail.org	Sanchez Thomas
Westchester Jewish Community Services	489 South Broadway	Yonkers	NY	10705	914-965-9140 x23	balvarez@wjcs.com	Beverly Alvarez
WTS-Women's Transportation Seminar-Greater New York Chapter	Po Box 989	New York	NY	10116-0989	646-460-4947	marcia.s.shapiro@gmail.com	Marcia Shapiro
Yonkers Chamber of Commerce	55 Main St	Yonkers	NY	10701-2739	914-963-0332	gmanzueta@yonkerschamber.com	Gina Manzueta
YWCA City of New York	50 Broadway Fl 13	New York	NY	10004-3826	212-964-9610, x249	info@ywcanyc.org	Sara Raassi
YWCA Essex & West Hudson	395 Main Street	City of Orange	NJ	7050	973-674-6800	reneede@ywcaweh.org	Renee Edwards
YWCA NYC	500 West 56th Street	New York	NY	10019	212-755-4500	vpadgett@ywcanyc.org	Vannee-Paige Padgett

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Outreach Efforts	Sponsor	Date	Description
Employee Training	Astound	On-going	Navigating Asklexi - All New Hires
Employee Training	Astound	On-going	NY Airborne Infectious Disease Exposure Prevention Plan - All New Hires
NCTI	Astound	On-going	Established rewards programs to encourage current employees to increase current skills set by taking NCTI training classes
SCTE	Astound	On-going	Established rewards programs to encourage current employees to increase current skills set by taking SCTE training classes
Astound Intern Program	Astound	On-going	Providing mentorship and developing hard and soft job skills.
Long Island City Partnership	Astound	On-going	Membership to support businesses in the neighborhood
Culture Lab	Astound	On-going	Donation to support businesses in the neighborhood
Community Outreach	Astound	On-going	Posting current open positions at Astound Payment Center. Posting list current month open positions with instructions for candidate to apply at www.astound.com
Employee Training	Astound	On-going	Attendance Policy - All New Hires
Employee Training	Astound	On-going	Respect in the Workplace - Harassment/Discrimination - All New Hires
Employee Training	Astound	On-going	NY Airborne Infectious Disease Exposure Prevention Plan
Employee Training	Astound	6-Dec	1.1: Meeting Managerial Responsibilities (Management Essentials Interactive Manual)
Employee Training	Astound	6-Dec	1.2: Communicating Effectively (Management Essentials Interactive Manual)
Employee Training	Astound	6-Dec	1.2G Speeds Launch August 2022
Employee Training	Astound	8-Aug	1.2Gb Internet Speeds Launch-Technical
Employee Training	Astound	15-Sep	1.3: Building Work Relationships (Management Essentials Interactive Manual)
Employee Training	Astound	9-Feb	1.4: Leading Others (Management Essentials Interactive Manual)
Employee Training	Astound	29-Sep	10 Steps to Safe Backing and Parking
Employee Training	Astound	15-Sep	2.1: Setting the Stage for Excellent Performance (Management Essentials Interactive Manual)
Employee Training	Astound	9-Feb	2.2: Clarifying Expectations and Observing Performance (Management Essentials Interactive Manual)
Employee Training	Astound	8-May	2.3: Coaching and Providing Balanced Feedback (Management Essentials Interactive Manual)
Employee Training	Astound	15-Sep	2.4: Dealing with Challenging Performance Situations (Management Essentials Interactive Manual)
Employee Training	Astound	27-Oct	2022 All-Hands Halftime Meeting
Employee Training	Astound	27-Jul	2022 Business Solutions All Hands Meeting
Employee Training	Astound	5-Jul	2022 Kick Off All Hands Meeting
Employee Training	Astound	15-Sep	3.1: Managing Time and Priorities (Management Essentials Interactive Manual)
Employee Training	Astound	8-May	3.2: Solving Problems (Management Essentials Interactive Manual)
Employee Training	Astound	15-Sep	3.3: Resolving Conflicts (Management Essentials Interactive Manual)
Employee Training	Astound	8-May	3.4: Supervising Projects (Management Essentials Interactive Manual)
Employee Training	Astound	15-Sep	4.1: Interviewing and Selecting Employees (Management Essentials Interactive Manual)
Employee Training	Astound	15-Sep	4.2: Developing Employee Skills (Management Essentials Interactive Manual)
Employee Training	Astound	15-Sep	4.3: Developing a Team (Management Essentials Interactive Manual)
Employee Training	Astound	15-Sep	4.4: Building a Positive Work Climate (Management Essentials Interactive Manual)
Employee Training	Astound	24-Feb	5G & 5G Home Internet
Employee Training	Astound	15-Mar	Accessing GeoResults Data in NIMS
Employee Training	Astound	14-Apr	Active Listening: A Practical Approach
Employee Training	Astound	22-Feb	Affordable Connectivity Program (ACP) Update
Employee Training	Astound	5-Jul	Animal Awareness
Employee Training	Astound	26-Jun	Astound Mobile - Billing Course
Employee Training	Astound	23-Jun	Astound Mobile DSR Training
Employee Training	Astound	10-Jul	Astound Mobile ICOMS Orders
Employee Training	Astound	18-May	Astound Mobile Overview
Employee Training	Astound	6-Jul	Astound Mobile Payment Center and OES Training
Employee Training	Astound	23-Jun	Astound Mobile ShopNow Demo
Employee Training	Astound	13-May	Astound TV+
Employee Training	Astound	27-Oct	Astound TV+ DSR's Customer Training FAQ Document Only

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Employee Training	Astound	10-Mar	Astound TV+ DSR's Customer Training with Q&A
Employee Training	Astound	2-May	Astound TV+ for IPTV-Technical
Employee Training	Astound	3-Aug	Back to School- Driver's Safety
Employee Training	Astound	10-Oct	Basic Fire Prevention and Response
Employee Training	Astound	18-Oct	Basic First Aid
Employee Training	Astound	7-Feb	Black History Cultural Conversation
Employee Training	Astound	5-Oct	Bloodborne Pathogens
Employee Training	Astound	4-Feb	BSM Refresher
Employee Training	Astound	12-Jun	Building an Inclusive and Collaborative Team
Employee Training	Astound	29-Dec	Business Solutions Contacts in BOLT
Employee Training	Astound	5-Apr	Business Solutions Finance and Accounting Guidelines - CAR Submissions
Employee Training	Astound	18-Oct	Business Solutions: AWS Direct Connect
Employee Training	Astound	21-Sep	Business Solutions: Business Router & Wireless Internet Backup (Overview)
Employee Training	Astound	9-Oct	Business Solutions: Business Router & Wireless Internet Backup (Technical)
Employee Training	Astound	2-Nov	Business Solutions: Business Router with Wireless Internet Backup - Technical Training Update
Employee Training	Astound	11-May	Business Solutions: Business TV
Employee Training	Astound	20-Jun	Business Solutions: Call Recording (Hosted Voice)
Employee Training	Astound	1-Jun	Business Solutions: Cloud Contact Center Overview Live Training
Employee Training	Astound	28-Jul	Business Solutions: Create GeoResults List in NIMS (Sugar/COMS)
Employee Training	Astound	26-Jan	Business Solutions: Custom Wi-Fi (ICB Only)
Employee Training	Astound	11-Aug	Business Solutions: Dark Fiber Review and Approval Process
Employee Training	Astound	13-Jul	Business Solutions: Data Center Internet Access (DC-IA)
Employee Training	Astound	24-Jan	Business Solutions: Direct Routing Service for Microsoft Teams Overview
Employee Training	Astound	17-Apr	Business Solutions: Employee Passport
Employee Training	Astound	8-Dec	Business Solutions: Enterprise and GEMS Accounts Ownership Guidelines
Employee Training	Astound	4-Apr	Business Solutions: Enterprise Hosted Voice UCaaS Alignment
Employee Training	Astound	8-Dec	Business Solutions: Essential Questions Guide
Employee Training	Astound	30-Nov	Business Solutions: Ethernet Overview
Employee Training	Astound	9-Jan	Business Solutions: Funnel Health and Activity Worksheet
Employee Training	Astound	28-Jul	Business Solutions: GeoMarketView Overview
Employee Training	Astound	30-Nov	Business Solutions: Hosted Voice Overview
Employee Training	Astound	1-Mar	Business Solutions: ICB Process v2.1
Employee Training	Astound	30-Nov	Business Solutions: Internet Overview
Employee Training	Astound	2-Dec	Business Solutions: LinkedIn Navigator Overview
Employee Training	Astound	1-Jun	Business Solutions: Logging Activity in Sugar
Employee Training	Astound	14-Apr	Business Solutions: Managed Router Overview
Employee Training	Astound	30-Nov	Business Solutions: Marketing Overview
Employee Training	Astound	9-Aug	Business Solutions: MS Azure ExpressRoute Overview
Employee Training	Astound	11-Aug	Business Solutions: National SMB HSI Structure (High Speed Internet)
Employee Training	Astound	24-Feb	Business Solutions: New Data Center Order - Sales Form Only
Employee Training	Astound	1-Dec	Business Solutions: NIMS OSP Viewer
Employee Training	Astound	8-Dec	Business Solutions: Note Taking
Employee Training	Astound	8-Dec	Business Solutions: Pitch and Discovery Using the Product Family
Employee Training	Astound	8-Dec	Business Solutions: Poly CCX 500 & CCX 600 Phones
Employee Training	Astound	17-Apr	Business Solutions: Poly Edge E & B Phones
Employee Training	Astound	16-Aug	Business Solutions: Poly Rove 30 and B2 Base
Employee Training	Astound	30-Nov	Business Solutions: Product Overview

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Employee Training	Astound	5-Apr	Business Solutions: ROE Sugar Guide
Employee Training	Astound	15-Jun	Business Solutions: Rules of Engagement
Employee Training	Astound	11-May	Business Solutions: SD-WAN Overview
Employee Training	Astound	29-Apr	Business Solutions: SE Manager Review and Escalation Process
Employee Training	Astound	28-Mar	Business Solutions: SMB UCaaS (Hosted Voice)
Employee Training	Astound	28-Apr	Business Solutions: Sugar Complete Overview
Employee Training	Astound	29-Mar	Business Solutions: Sugar Sales Stages
Employee Training	Astound	1-Dec	Business Solutions: Wavelength Overview
Employee Training	Astound	7-Jul	Cloud Contact Center - SE Training: Portal Overview
Employee Training	Astound	16-Jun	Cloud Contact Center - SE Training: Training Deck
Employee Training	Astound	22-Jul	Coach Like a Pro
Employee Training	Astound	On-going	Code of Business Conduct (Course & Quiz) - All New Hires
Employee Training	Astound	24-Apr	Communicate as a Team
Employee Training	Astound	21-Feb	Competitive Internet Pricing
Employee Training	Astound	5-Apr	ConnectNow - Video Conferencing
Employee Training	Astound	23-Jun	Conversation Starters - Microaggression
Employee Training	Astound	On-going	Corporate Safety Manual
Employee Training	Astound	On-going	CPNI (Course and Quiz) - All New Hire
Employee Training	Astound	27-Apr	CSG Field Service Management
Employee Training	Astound	28-Apr	CSG Supervisor Module
Employee Training	Astound	15-Feb	Cyber Security Training 2023
Employee Training	Astound	4-Feb	Disconnect Service Reasons
Employee Training	Astound	On-going	Drug and Alcohol Policy - All New Hires
Employee Training	Astound	18-Feb	eeero Overview (2022)
Employee Training	Astound	1-Feb	Electrical Safety
Employee Training	Astound	On-going	Employee Handbook
Employee Training	Astound	22-May	Events and Status Refresher
Employee Training	Astound	30-Nov	Fall Back into Safe Driving Habits
Employee Training	Astound	2-Nov	Fall Time Change and Autumn Driving
Employee Training	Astound	21-Feb	FAQ National Campaign
Employee Training	Astound	22-May	Fleet Vehicle Safety Policy
Employee Training	Astound	6-Jan	Following Too Close
Employee Training	Astound	9-Jan	Get Smart Pitch and Discovery Presentation
Employee Training	Astound	7-Dec	Get Smart: AWS
Employee Training	Astound	7-Dec	Get Smart: AWS Follow Up Session
Employee Training	Astound	8-Dec	Get Smart: Azure
Employee Training	Astound	9-Jan	Get Smart: Ethernet-Wavelength (High Capacity Market Insights)
Employee Training	Astound	7-Dec	Get Smart: Ethernet-Wavelength (Winning More High Bandwidth Services)
Employee Training	Astound	10-Apr	Get Smart: LinkedIn
Employee Training	Astound	18-Apr	Get Smart: Pitch and Discovery
Employee Training	Astound	10-Jan	Get Smart: SD-WAN Cisco (Selling)
Employee Training	Astound	On-going	Harassment Prevention (Non-Supervisor, New York)
Employee Training	Astound	On-going	Harassment Prevention (People-Managers, New York)
Employee Training	Astound	9-May	Heat Illness Awareness and Prevention Training
Employee Training	Astound	28-Mar	How it Works: Cable Modem
Employee Training	Astound	28-Mar	How it Works: DIA

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Employee Training	Astound	27-Mar	How it Works: Wi-Fi Overview
Employee Training	Astound	19-Jun	How to Add, Remove, Swap and Hit Equipment
Employee Training	Astound	31-May	How to Place a Work Order into a Held-Not Done Status
Employee Training	Astound	27-Mar	COMS - Cable & Data Installation
Employee Training	Astound	24-Apr	IT Security Training
Employee Training	Astound	27-Mar	Let's Sell: 7 Tips Every Small Business Salesperson Should Know
Employee Training	Astound	7-Dec	Let's Sell: Active Listening: A Practical Approach
Employee Training	Astound	2-Dec	Let's Sell: Email and Voicemail Templates (Business Solutions)
Employee Training	Astound	2-Dec	Let's Sell: The Marketing & Sales Funnel
Employee Training	Astound	11-Apr	Let's Sell: The Six Components of a Sale (Commercial)
Employee Training	Astound	27-Mar	Let's Sell: The Six Components of a Sale (SMB)
Employee Training	Astound	2-Dec	LinkedIn Navigator Presentation
Employee Training	Astound	1-Sep	LinkedIn Sales Navigator - 6 Secrets to Selling
Employee Training	Astound	1-Sep	LinkedIn Sales Navigator - Connect Like A Pro
Employee Training	Astound	1-Sep	LinkedIn Sales Navigator - Learning Sales Navigator
Employee Training	Astound	1-Sep	LinkedIn Sales Navigator - Quick Start Guide
Employee Training	Astound	5-Oct	Living up to the Hype: Perspectives on Diversity, Equity and Inclusion at Astound
Employee Training	Astound	22-May	Microaggression Video
Employee Training	Astound	17-Nov	Mind the Generational Gap
Employee Training	Astound	11-Oct	Modeling Inclusive Leadership
Employee Training	Astound	17-Nov	Netgear Nighthawk Pro Gaming Wi-Fi Overview
Employee Training	Astound	8-Jul	New Employee Passport Survey: First Week
Employee Training	Astound	2-Sep	Office Safety
Employee Training	Astound	On-going	PCI Security Awareness Training and 6 Policy Review - All New Hires
Employee Training	Astound	10-May	Phishing Awareness
Employee Training	Astound	2-Jun	Poisonous Plants
Employee Training	Astound	1-Dec	Preparing for Winter Weather
Employee Training	Astound	17-Aug	Preventing Exposure to Illness During Face-to-Face Contact and Equipment Handling
Employee Training	Astound	6-Sep	Rate Event 2022
Employee Training	Astound	2-Dec	Reologic Instructions Sheet
Employee Training	Astound	2-Dec	ReQLogic: Logging in and submitting an expense report
Employee Training	Astound	10-Nov	Rules of Engagement v1.5
Employee Training	Astound	9-Jun	Sales Eng Product Spotlight - Business TV
Employee Training	Astound	9-May	Sales Eng Product Spotlight - UC&C: MSTeams Direct Routing & Solutions: SDWAN Case Studies
Employee Training	Astound	24-Feb	Sales Eng Training - Solutions: SD-WAN
Employee Training	Astound	1-Mar	Sales Eng Training: AWS/Azure
Employee Training	Astound	27-Jun	Sales Eng Training: Business Router + Wireless Internet Backup
Employee Training	Astound	1-Jun	Sales Eng Training: Connectivity - Wavelengths & Dark Fiber
Employee Training	Astound	27-Apr	Sales Eng Training: DIA vs BCI vs HSI
Employee Training	Astound	15-Jun	Sales Eng Training: UC&C: Lines & Trunks (PRI, SIP & Analog lines)
Employee Training	Astound	16-Mar	Sales Eng Training: UC&C: Lines & Trunks (PRI, SIP & Analog lines)
Employee Training	Astound	10-Nov	Sales Engineering Survey Responsibilities
Employee Training	Astound	21-Feb	Sales Grab-N-Go (20)
Employee Training	Astound	1-Jun	Seasonal Automation
Employee Training	Astound	2-Mar	Severe Weather
Employee Training	Astound	On-going	Sexual Harassment and Other Forms of Harassment Document
Employee Training	Astound	26-Sep	Situational Awareness

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Employee Training	Astound	On-going	Slamming/Cramming - All New Hires
Employee Training	Astound	9-Nov	Sugar Assessment
Employee Training	Astound	9-Jan	Sugar Job Aid - Sales Engineering Role
Employee Training	Astound	27-Jul	Sugar - Monthly Release June 2022
Employee Training	Astound	27-Jul	Survey Entry Field Changes for 2022
Employee Training	Astound	12-Jun	Turning Location Services Off in TechNet
Employee Training	Astound	19-Jul	UKG Pro Training for Employees
Employee Training	Astound	26-Jan	Video Tier Update
Employee Training	Astound	2-Dec	Welcome to AskLexi-General Navigation Video
Employee Training	Astound	7-Jan	WFA Mobile Equipment Swapping
Employee Training	Astound	8-Jun	Wildfire Smoke, Air Quality Index, and Respirator Training
Employee Training	Astound	8-Mar	Women's History Month Cultural Conversation with Jackie Heitman
Employee Training	Astound	11-Apr	Work Safety Around Stinging Insects
Employee Training	Astound	On-going	Business Solutions: Employee Passport
Employee Training	Astound	15-May	PCI Security Awareness 2023
Employee Training	Astound	28-Jul	1.2Gb Speeds Launch August 2022
Employee Training	Astound	24-Jul	1.2Gb Internet Speeds Launch-Technical
Employee Training	Astound	7-Oct	2022 All-Hands Halftime Meeting
Employee Training	Astound	27-Jul	2022 Business Solutions All Hands Meeting
Employee Training	Astound	17-Jan	Accessing GeoResults Data in NIMS
Employee Training	Astound	14-Apr	Active Listening: A Practical Approach
Employee Training	Astound	3-Jul	Animal Awareness
Employee Training	Astound	23-Jun	Astound Mobile - Billing Course
Employee Training	Astound	23-Jun	Astound Mobile DSR Training
Employee Training	Astound	23-Jun	Astound Mobile ICOMS Orders
Employee Training	Astound	9-May	Astound Mobile Overview
Employee Training	Astound	23-Jun	Astound Mobile Payment Center and OES Training
Employee Training	Astound	23-Jun	Astound Mobile ShopNow Demo
Employee Training	Astound	1-Aug	Back to School- Driver's Safety
Employee Training	Astound	3-Oct	Basic Fire Prevention and Response
Employee Training	Astound	7-Feb	Black History Cultural Conversation
Employee Training	Astound	24-Apr	Building an Inclusive and Collaborative Team
Employee Training	Astound	6-Dec	Business Solutions: Contacts in BOLT
Employee Training	Astound	4-Apr	Business Solutions: Finance and Accounting Guidelines - CAR Submissions
Employee Training	Astound	25-Jul	Business Solutions: AWS Direct Connect
Employee Training	Astound	21-Sep	Business Solutions: Business Router & Wireless Internet Backup (Overview)
Employee Training	Astound	15-Sep	Business Solutions: Business Router with Wireless Internet Backup - Technical Training Update
Employee Training	Astound	27-Mar	Business Solutions: Business TV
Employee Training	Astound	3-May	Business Solutions: Call Recording (Hosted Voice)
Employee Training	Astound	31-May	Business Solutions: Cloud Contact Center Overview Live Training
Employee Training	Astound	23-Feb	Business Solutions: Create GeoResults List in NIMS (Sugar/ICOMS)
Employee Training	Astound	18-Jan	Business Solutions: Custom Wi-Fi (ICB Only)
Employee Training	Astound	11-Aug	Business Solutions: Dark Fiber Review and Approval Process
Employee Training	Astound	24-Jan	Business Solutions: Direct Routing Service for Microsoft Teams Overview
Employee Training	Astound	7-Dec	Business Solutions: Enterprise and GEMS Accounts Ownership Guidelines
Employee Training	Astound	4-Apr	Business Solutions: Enterprise Hosted Voice UCaaS Alignment
Employee Training	Astound	7-Dec	Business Solutions: Essential Questions Guide

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Employee Training	Astound	30-Nov	Business Solutions: Ethernet Overview
Employee Training	Astound	9-Jan	Business Solutions: Funnel Health and Activity Worksheet
Employee Training	Astound	27-Jul	Business Solutions: GeoMarketView Overview
Employee Training	Astound	30-Nov	Business Solutions: Hosted Voice Overview
Employee Training	Astound	3-Feb	Business Solutions: ICB Process v2.1
Employee Training	Astound	30-Nov	Business Solutions: Internet Overview
Employee Training	Astound	25-Aug	Business Solutions: LinkedIn Navigator Overview
Employee Training	Astound	1-Jun	Business Solutions: Logging Activity in Sugar
Employee Training	Astound	14-Apr	Business Solutions: Managed Router Overview
Employee Training	Astound	30-Nov	Business Solutions: Marketing Overview
Employee Training	Astound	25-Jul	Business Solutions: MS Azure ExpressRoute Overview
Employee Training	Astound	9-Aug	Business Solutions: National SMB HSI Structure (High Speed Internet)
Employee Training	Astound	23-Feb	Business Solutions: New Data Center Order - Sales Form Only
Employee Training	Astound	27-Jul	Business Solutions: NIMS OSP Viewer
Employee Training	Astound	7-Dec	Business Solutions: Note Taking
Employee Training	Astound	26-Jun	Business Solutions: Onboarding Product & Systems
Employee Training	Astound	7-Dec	Business Solutions: Pitch and Discovery Using the Product Family
Employee Training	Astound	7-Dec	Business Solutions: Poly CCX 500 & CCX 600 Phones
Employee Training	Astound	14-Apr	Business Solutions: Poly Edge E & B Phones
Employee Training	Astound	18-Jul	Business Solutions: Poly Rove 30 and B2 Base
Employee Training	Astound	30-Nov	Business Solutions: Product Overview
Employee Training	Astound	27-Jul	Business Solutions: ROE Sugar Guide
Employee Training	Astound	11-May	Business Solutions: SD-WAN Overview
Employee Training	Astound	28-Apr	Business Solutions: SE Manager Review and Escalation Process
Employee Training	Astound	27-Mar	Business Solutions: SMB UCaaS (Hosted Voice)
Employee Training	Astound	17-Aug	Business Solutions: Sugar Complete Overview
Employee Training	Astound	29-Mar	Business Solutions: Sugar Sales Stages
Employee Training	Astound	7-Dec	Business Solutions: Wavelength Overview
Employee Training	Astound	15-Jun	Cloud Contact Center - SE Training: Portal Overview
Employee Training	Astound	12-Apr	Coach Like a Pro
Employee Training	Astound	12-Apr	Communicate as a Team
Employee Training	Astound	15-Feb	Competitive Internet Pricing
Employee Training	Astound	4-Apr	ConnectNow - Video Conferencing
Employee Training	Astound	22-May	Conversation Starters - Microaggression
Employee Training	Astound	24-Apr	CSG Field Service Management
Employee Training	Astound	24-Apr	CSG Supervisor Module
Employee Training	Astound	24-Apr	CSG TechNet
Employee Training	Astound	24-Apr	Cultivating a Growth Mindset
Employee Training	Astound	23-Jan	Cyber Security Training 2023
Employee Training	Astound	29-Nov	Hero Overview [2022]
Employee Training	Astound	1-Feb	Electrical Safety
Employee Training	Astound	22-May	Events and Status Refresher
Employee Training	Astound	1-Nov	Fall Time Change and Autumn Driving
Employee Training	Astound	15-Feb	FAQ National Campaign
Employee Training	Astound	8-May	Fleet Vehicle Safety Policy
Employee Training	Astound	2-Jan	Following Too Close
Employee Training	Astound	9-Jan	Get Smart Pitch and Discovery Presentation

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Employee Training	Astound	6-Dec	Get Smart: AWS
Employee Training	Astound	6-Dec	Get Smart: AWS Follow Up Session
Employee Training	Astound	6-Dec	Get Smart: Azure
Employee Training	Astound	9-Jan	Get Smart: Ethernet-Wavelength (High Capacity Market Insights)
Employee Training	Astound	7-Dec	Get Smart: Ethernet-Wavelength (Winning More High Bandwidth Services)
Employee Training	Astound	4-Apr	Get Smart: LinkedIn
Employee Training	Astound	14-Apr	Get Smart: Pitch and Discovery
Employee Training	Astound	9-Jan	Get Smart: SD-WAN Cisco (Selling)
Employee Training	Astound	1-May	Heat Illness Awareness and Prevention Training
Employee Training	Astound	27-Mar	How it Works: Cable Modem
Employee Training	Astound	27-Mar	How it Works: DIA
Employee Training	Astound	27-Mar	How it Works: Wi-Fi Overview
Employee Training	Astound	19-Jun	How to Add, Remove, Swap and Hit Equipment
Employee Training	Astound	30-May	How to Place a Work Order into a Held-Not Done Status
Employee Training	Astound	27-Mar	ICOMS - Cable & Data Installation
Employee Training	Astound	19-Jul	IT Security Training
Employee Training	Astound	27-Mar	Let's Sell: 7 Tips Every Small Business Salesperson Should Know
Employee Training	Astound	7-Dec	Let's Sell: Active Listening: A Practical Approach
Employee Training	Astound	7-Dec	Let's Sell: Email and Voicemail Templates (Business Solutions)
Employee Training	Astound	30-Nov	Let's Sell: The Marketing & Sales Funnel
Employee Training	Astound	30-Nov	Let's Sell: The Six Components of a Sale (Commercial)
Employee Training	Astound	27-Mar	Let's Sell: The Six Components of a Sale (SMB)
Employee Training	Astound	30-Nov	LinkedIn Navigator Presentation
Employee Training	Astound	25-Aug	LinkedIn Sales Navigator - 6 Secrets to Selling
Employee Training	Astound	25-Aug	LinkedIn Sales Navigator - Connect Like A Pro
Employee Training	Astound	25-Aug	LinkedIn Sales Navigator - Learning Sales Navigator
Employee Training	Astound	25-Aug	LinkedIn Sales Navigator - Quick Start Guide
Employee Training	Astound	26-Aug	Living up to the Hype: Perspectives on Diversity, Equity and Inclusion at Astound
Employee Training	Astound	17-May	Microaggression Video
Employee Training	Astound	17-Nov	Mind the Generational Gap
Employee Training	Astound	4-Oct	Modeling Inclusive Leadership
Employee Training	Astound	1-Sep	Office Safety
Employee Training	Astound	15-Feb	Overcoming Objections: How Our Internet Competes with Mobile Fixed Wireless Access (FWA)
Employee Training	Astound	20-Jul	PCI Security Awareness Training and 6 Policy Review
Employee Training	Astound	31-Oct	Phishing Awareness
Employee Training	Astound	1-Jun	Poisonous Plants
Employee Training	Astound	1-Dec	Preparing for Winter Weather
Employee Training	Astound	19-Jul	Preventing Exposure to Illness During Face-to-Face Contact and Equipment Handling
Employee Training	Astound	6-Sep	Rate Event 2022
Employee Training	Astound	17-Aug	ReQlogic Instructions Sheet
Employee Training	Astound	17-Aug	ReQlogic: Logging in and submitting an expense report
Employee Training	Astound	26-Oct	Rules of Engagement v1.5
Employee Training	Astound	8-Jun	Sales Eng Product Spotlight - Business TV
Employee Training	Astound	22-Jun	Sales Eng Product Spotlight - Connectivity: EPL / ELAN
Employee Training	Astound	5-May	Sales Eng Product Spotlight - UC&C: MS Teams Direct Routing & Solutions: SDWAN Case Studies
Employee Training	Astound	17-Feb	Sales Eng Training - Solutions: SD-WAN
Employee Training	Astound	1-Mar	Sales Eng Training: AWS/Azure

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Employee Training	Astound	28-Feb	Sales Eng Training: Business Router + Wireless Internet Backup
Employee Training	Astound	26-Apr	Sales Eng Training: Connectivity - Wavelengths & Dark Fiber
Employee Training	Astound	26-Apr	Sales Eng Training: DIA vs BCI vs HSI
Employee Training	Astound	3-Apr	Sales Eng Training: UC&C: Lines & Trunks (PRI, SIP & Analog lines)
Employee Training	Astound	13-Feb	Sales Eng Training: UC&C: Lines & Trunks (PRI, SIP & Analog lines)
Employee Training	Astound	10-Nov	Sales Eng Training: UC&C: UCaas w/ CC
Employee Training	Astound	15-Feb	Sales Engineering Survey Responsibilities
Employee Training	Astound	1-Mar	Sales Grab-N-Go (20)
Employee Training	Astound	1-Mar	Severe Weather
Employee Training	Astound	17-Aug	Sugar Assessment
Employee Training	Astound	6-Jan	Sugar Job Aid - Sales Engineering Role
Employee Training	Astound	20-Jul	Sugar -Monthly Release June 2022
Employee Training	Astound	20-Jul	Survey Entry Field Changes for 2022
Employee Training	Astound	5-Jun	Turning Location Services Off in TechNet
Employee Training	Astound	18-Jul	UKG Pro Training for Employees
Employee Training	Astound	24-Jan	Video Tier Update
Employee Training	Astound	30-Nov	Welcome to AskLexi--General Navigation Video
Employee Training	Astound	18-Nov	WFA Mobile Equipment Swapping
Employee Training	Astound	8-Jun	Wildfire Smoke, Air Quality Index, and Respirator Training
Employee Training	Astound	8-Mar	Women's History Month Cultural Conversation with Jackie Heitman
Employee Training	Astound	3-Apr	Work Safely Around Stinging Insects

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**JOBS TITLES OF POSITIONS FILLED
 WITH EXTERNAL HIRES**

Req. #	Former Employees or RCN		Account Website		Internet Candidates		LmsUs		RecruitUSA		LinkedIn		Employees Referrals	
	#	#	#	#	#	#	#	#	#	#	#	#	#	#
BUSIN006187	0	0	1	0	0	0	0	0	0	0	1	1	0	0
SENIO06476	0	0	1	0	0	0	0	0	0	0	0	0	0	0
CTIMA006279	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERYI006350	0	0	3	1	1	0	0	0	0	0	0	0	2	2
SRENT05149	0	0	6	0	0	0	0	0	0	0	0	0	1	0
ENTER005995	0	0	3	1	0	0	0	0	0	0	6	2	0	0
BUSIN006552	0	0	0	0	0	0	0	0	0	0	1	0	0	0
ENTER006499	0	0	1	1	0	0	0	0	0	0	0	0	1	1
BUSIN006760	0	0	4	1	0	0	0	0	0	0	3	0	0	1
SENIO007012	0	0	4	2	1	0	0	0	0	0	3	0	0	2
ENTER007074	0	0	2	0	0	0	0	0	0	0	1	0	0	0
DIREC007079	0	0	2	0	0	0	0	0	0	0	5	0	0	0
WHOLE007141	0	0	3	0	0	0	0	0	0	0	13	2	0	1
STRAT006838	0	0	1	0	0	0	0	0	0	0	5	1	0	7
SRACC007068	0	0	0	0	0	0	0	0	0	0	4	0	0	0
SRACC006335	0	0	0	0	0	0	0	0	0	0	4	0	0	0
ASSOC006871	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total External Hires	0	0	31	6	2	12	6	0	1	0	0	46	6	0
JOB TITLES OF POSITIONS FILLED WITH INTERNAL HIRES														
FIBER006494	0	0	0	0	0	1	1	1	0	0	0	0	0	0
DIREC006754	0	0	2	0	0	1	1	1	0	0	0	0	0	0
Total Internal Hires	0	0	2	0	0	2	2	2	0	0	0	0	0	0
GRAND TOTALS (INTERNAL/EXTERNAL)	0	0	33	6	2	14	8	2	1	0	0	46	6	0

Req #	Job Title	CareerBuilder.com		Indeed.com		Work of Manu.		Job Post		State Job Board	
		#	#	#	#	#	#	#	#	#	#
	JOBS TITLES OF POSITIONS FILLED WITH EXTERNAL HIRES										
BUSIN006187	Business Development Manager	0	0	0	0	0	0	1	1	1	0
SENIO6476	Senior Strategic Account Executive	0	0	0	0	0	0	1	1	1	0
CYSMA06279	C1 Small Business Account	0	0	0	0	0	0	1	1	1	0
SERV006350	Service Delivery Support Specialist	0	0	0	0	2	1	0	0	0	0
SRENT05149	Sr Enterprise Account Executive	0	0	0	0	1	1	0	5	3	1
ENTER005985	Enterprise Account Executive	0	0	0	0	1	1	0	1	1	0
BUSIN006552	Business Operations Project Manager	0	0	0	0	0	0	0	0	0	0
ENTER006489	Enterprise Account Executive	0	0	0	0	0	0	0	0	0	0
BUSIN006760	Business Account Executive	0	0	0	0	0	0	0	0	0	0
SENIO007012	Senior Director, Gems	0	0	0	0	0	0	0	1	0	0
ENTER007074	Enterprise Account Executive	0	0	0	0	0	0	0	2	1	1
DIREC007079	Director, Sales Engineering	0	0	0	0	1	0	0	4	2	1
WHOLE007141	Wholesale National Sales Manager	1	0	0	0	1	1	1	0	0	0
STRAT006938	Strategic Account Executive - GEMS	0	0	0	0	0	0	0	0	0	0
SRACC007068	SR Accountant 2	0	0	0	0	0	0	0	6	3	1
SRACC006335	SR Accountant 2	1	0	0	0	0	0	0	1	1	1
ASSOC006871	Associate Strategic Account Manager	0	0	0	0	0	0	0	0	0	0
	Total External Hires	2	0	0	7	5	1	24	15	9	2
	JOB TITLES OF POSITIONS FILLED WITH INTERNAL HIRES										
FIBER006494	Fiber Engineer	0	0	0	1	0	0	0	0	0	0
DIREC006754	Direct Sales Representative 00	0	0	0	5	0	0	0	0	0	0
	Total Internal Hires	0	0	0	6	0	0	0	0	0	0
	GRAND TOTALS (INTERNAL/EXTERNAL)	2	0	0	120	7	0	24	15	9	2

JOBS TITLES OF POSITIONS FILLED WITH EXTERNAL HIRES

Rec.#	Job Title	Social Media/Facebook, Craigslist, Twitter	Professional/Business Referral	Guarantor	Open House	College Recruiter	Appcast/Zim Recruiter
		#	#	#	#	#	#
BUSIN006187	Business Development Manager	0	0	0	0	0	0
SENI06476	Senior Strategic Account Executive	0	0	0	0	0	0
C1SMA006279	C1 Small Business Account	0	0	0	0	0	0
SERV006350	Service Delivery Support Specialist	0	0	0	0	0	0
SRENT05149	Sr Enterprise Account Executive	0	0	0	0	0	0
ENTER006985	Enterprise Account Executive	0	0	0	0	0	0
BUSIN006552	Business Operations Project Manager	0	0	0	0	0	0
ENTER006489	Enterprise Account Executive	0	0	0	0	0	0
BUSIN006760	Business Account Executive	0	0	0	0	0	0
SENI007072	Senior Director, Gems	0	0	0	0	0	0
ENTER007074	Enterprise Account Executive	0	0	0	0	0	0
DIREC007079	Director, Sales Engineering	0	0	0	0	0	0
WHOLE007141	Wholesale National Sales Manager	0	0	0	0	0	0
STRAT006938	Strategic Account Executive - GEMS	0	0	0	0	0	0
SRACC007068	SR Accountant 2	0	0	0	0	0	0
SRACC006335	SR Accountant 2	0	0	0	0	0	0
ASSOC006871	Associate Strategic Account Manager	0	0	0	0	0	0
	Total External Hires	0	0	0	0	0	0
	JOBS TITLES OF POSITIONS FILLED WITH INTERNAL HIRES						
FIBER006494	Fiber Engineer	1	1	0	0	0	0
DIREC006754	Direct Sales Representative 00	1	0	0	0	0	0
	Total Internal Hires	2	1	0	0	0	0
	GRAND TOTALS (INTERNAL/EXTERNAL)	2	1	0	0	0	0

JOBS TITLES OF POSITIONS FILLED WITH EXTERNAL HIRES

Emp. #	Job Title	TV Advertising		Lanna		Blizzard		Dier		No. of hires	
		#	%	#	%	#	%	#	%	#	%
BUSIN006187	Business Development Manager	0	0	0	0	0	0	0	0	18	2
SENI06476	Senior Strategic Account Executive	0	0	0	0	0	0	0	0	3	1
C1SMA006279	C1 Small Business Account	0	0	0	0	0	0	0	0	6	3
SERV006350	Service Delivery Support Specialist	0	0	0	0	0	0	0	0	33	4
SENI05149	Sr Enterprise Account Executive	0	0	0	0	0	0	0	0	45	10
ENTER005995	Enterprise Account Executive	0	0	0	0	0	0	0	0	17	5
BUSIN006552	Business Operations Project Manager	0	0	0	0	0	0	0	0	23	3
ENTER006499	Enterprise Account Executive	0	0	0	0	0	0	0	0	35	2
BUSIN006760	Business Account Executive	0	0	0	0	0	0	0	0	43	2
SENI007012	Senior Director, Gems	0	0	0	0	0	0	0	0	16	5
ENTER007074	Enterprise Account Executive	0	0	0	0	0	0	0	0	67	2
DIREC007079	Director, Sales Engineering	0	0	0	0	1	0	0	0	24	6
WHOLE007141	Wholesale National Sales Manager	0	0	0	0	0	0	0	0	25	10
STRAT006538	Strategic Account Executive - GEMS	1	0	0	0	0	0	0	0	21	3
SRACC007068	SR Accountant 2	0	0	0	0	0	0	1	0	116	4
SRACC006335	SR Accountant 2	0	0	0	0	0	0	0	0	31	1
ASSOC006871	Associate Strategic Account Manager	0	0	0	0	0	0	0	0	8	5
	Total External Hires	1	0	0	0	1	0	0	0	531	68
											17
	JOBS TITLES OF POSITIONS FILLED WITH INTERNAL HIRES										
FIBER006494	Fiber Engineer	0	0	0	0	0	0	0	0	4	2
DIREC006754	Direct Sales Representative 00	0	0	0	0	0	0	0	0	35	1
	Total Internal Hires	0	0	0	0	0	0	0	0	39	3
	GRAND TOTALS (INTERNAL/EXTERNAL)	1	0	0	0	1	0	0	0	570	71
											19

New York

FCC Annual Report

Source

Recruitment Evaluation - 76.1702(b)(4)
 July 15, 2022 through July 14, 2023

Referral Type	# of Applicants	# of Interviews	# of Hires
Astound Website	33	6	2
Internal Candidates	14	8	2
LinkUp	1	0	0
RecruitUSA	1	0	0
LinkedIn	46	6	0
Employee Referrals	19	13	4
Career Builder	2	0	0
Indeed	120	7	0
Word of Mouth	7	5	1
3rd Party	24	15	9
State Job Board	2	0	0
Social Media-Facebook, Craigs, Twitter, Instagram List	2	0	0
Professional/Business Referral	6	5	1
Glassdoor	3	0	0
Open House	1	0	0
CollegeRecruiter	1	0	0
Appcast/ZipRecruiter	285	6	0
TV Adverstising	1	0	0
Lensa	1	0	0
Billboard	1	0	0
	0	0	0
	0	0	0
	0	0	0
TOTAL	570	71	19

Amend Print



Reference Copy
OMB Control No.
3060-1033

EEO Form 396-C

File No.: CBL0010722
Filing Status: Ready for Review
11833

General Information

FCC Registration Number (FRN)
0019669563

Employment Unit ID (EUID)
11833

Filing Year
2023

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
NY

County of Employment Office
New York

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 review of job structure
Yes

Conducted continuing program to exclude prejudice
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

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SVP, Human Resources

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609-681-2189

Certifying Official Email
tracy.brutcher@astound.com

Certifying Date Signed
2023-09-29