

Statement of Change in Reporting Time Frame

Astound Broadband, LLC is modifying its reporting period to be consistent with the timeframe used by its affiliated entities. Previously, Astound Broadband, LLC used the September 1 to August 30 report timeframe. Beginning with this year's report, and for each subsequent report, Astound Broadband, LLC will use the July 15 to July 14 report timeframe. Because of this change, this year's report includes information from July 14, 2021 to August 30, 2021, which was previously reported.

**EEO Public File Report
Employment Unit ID 12002
Contra Costa - Concord, CA
FCC Year July 15, 2021 through July 14, 2022**

Total # of Full-Time Vacancies Filled During Period: 23
Total # People Interviewed for Full-Time Vacancies During Period: 84

| Requisition Number | Posting Title | Source | # of Interviews | # of Hires |
|--------------------|--------------------------------|-----------------------------------|-----------------|------------|
| DIREC05176 | Direct Sales Representative | Astound Career Board | 0 | |
| | | Indeed | 0 | |
| | | Craigslist | 0 | |
| | | Zip Recruiter | 1 | 1 |
| DIREC005391 | Direct Sales representative | Astound Career Board | 0 | |
| | | Indeed | 1 | |
| | | Zip Recruiter | 1 | |
| | | Craigslist | 0 | |
| ACCOU005359 | Account Executive | Former Employee | 1 | 1 |
| | | Astound Career Board | 0 | |
| | | Indeed | 0 | |
| | | 3rd Party Agency | 1 | 1 |
| SALES04915 | Sales Engineer | Employee Referral | 1 | |
| | | Astound Career Board | 0 | |
| | | Indeed | 0 | |
| | | LinkedIn | 2 | 1 |
| ENTER005209 | Enterprise Account Executive | Employee Referral | 1 | |
| | | Astound Career Board | 1 | |
| | | Indeed | 0 | |
| | | LinkedIn | 0 | |
| ENTER04772 | Enterprise Account Executive | 3rd Party Agency | 2 | 1 |
| | | Astound Career Board | 0 | |
| | | Indeed | 0 | |
| | | LinkedIn | 0 | |
| OPTIC005726 | Optical Engineer I | 3rd Party Agency | 3 | 1 |
| | | Astound Career Board | 0 | |
| | | Indeed | 0 | |
| | | Employee Referral | 1 | |
| ENTER005841 | Enterprise Account Executive | Astound Career Board | 0 | |
| | | Indeed | 1 | |
| | | Zip Recruiter | 1 | |
| | | 3rd Party Agency | 1 | 1 |
| ACCOU006212 | Account Executive | Employee Referral | 1 | |
| | | Astound Career Board | 0 | |
| | | Indeed | 0 | |
| | | Appcast | 0 | |
| ENTER006260 | Enterprise Account Executive | 3rd Party Agency | 2 | 1 |
| | | Astound Career Board | 1 | |
| | | Indeed | 0 | |
| | | Appcast | 0 | |
| BUSIN04926 | Business Development Manager | 3rd Party Agency | 2 | 1 |
| | | Employee Referral | 2 | 1 |
| | | Astound Career Board | 3 | |
| | | Indeed | 2 | |
| COMME005661 | Commercial Technician II | LinkedIn | 0 | |
| | | ZipRecruiter | 1 | |
| | | Indeed | 0 | |
| | | Appcast | 2 | 1 |
| MANAG05174 | Manager, Construction | Astound Career Board | 0 | |
| | | Astound Broadband Internal Postir | 1 | |
| | | Employee Referral | 3 | 1 |
| | | Indeed | 1 | |
| DIREC006058 | Direct Sales Representative | Astound Career Board | 1 | |
| | | Indeed | 3 | 1 |
| | | Appcast | 1 | |
| DIREC006152 | Direct Sales Representative | Astound Career Board | 1 | |
| | | Indeed | 3 | 1 |
| | | Astound Career Board | 0 | |
| FIBER04468 | Fiber Splicer, Outside Plant I | Indeed | 4 | 1 |
| | | ZipRecruiter | 0 | |
| | | Astound Career Board | 3 | |
| | | Employee Referral | 1 | |
| | | Wave Interviewing Hiring Event | 1 | |
| FIBER005452 | Fiber Splicer, Outside Plant I | Indeed | 2 | 1 |
| | | Astound Career Board | 0 | |
| MANAG05174 | Manager, Construction | Employee Referral | 3 | 1 |

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|-------------|-------------------------|--------------------------|-----------|-----------|
| BROAD005245 | Broadband Technician | Astound Career Board | 1 | 1 |
| | | Indeed | 1 | |
| | | Indeed | 4 | |
| | | Astound Career Board | 1 | |
| BROAD005823 | Broadband Technician | Company Van | 0 | 1 |
| | | Cross Channel Ad's | 0 | |
| | | Indeed | 5 | |
| | | Astound Career Board | 0 | |
| BROAD005899 | Broadband Technician | Company Van | 0 | 1 |
| | | Cross Channel Ad's | 0 | |
| | | Indeed | 2 | |
| | | Astound Career Board | 0 | |
| COMME05091 | Commercial Technician I | Company Van | 0 | 1 |
| | | Cross Channel Ad's | 0 | |
| | | Word of Mouth | 1 | |
| | | Facebook | 0 | |
| HEADE04750 | Headend Technician | Indeed | 1 | 1 |
| | | Astound Career Board | 0 | |
| | | Employee Referral | 0 | |
| | | Jobfair | 0 | |
| | | LinkedIn | 0 | |
| | | Word of Mouth | 1 | |
| | | Facebook | 0 | |
| | | Indeed | 0 | |
| | | Astound Internal Posting | 0 | |
| | | Astound Career Board | 1 | |
| | | | 84 | 23 |

**FCC Annual Report
Unit 12002- Concord, CA
Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)
July 15, 2021 - July 14, 2022**

| Source | Contact and Email | Address | Telephone | Entitled to Notifications |
|---------------------------------|---|---|-----------------------------|---------------------------|
| AfricanAmericanHires.com | Tiffany Borski Tiffany.Borski@circaworks.com | 1000 N Water St Suite 1200 Milwaukee, WI 53202 | 800.984.3775 | No |
| AllLGBTJobs.com | Tiffany Borski Tiffany.Borski@circaworks.com | 1000 N Water St Suite 1200 Milwaukee, WI 53202 | 800.984.3775 | No |
| AsianHires.com | Tiffany Borski Tiffany.Borski@circaworks.com | 1000 N Water St Suite 1200 Milwaukee, WI 53202 | 800.984.3775 | No |
| VeteranJobs.net | Tiffany Borski Tiffany.Borski@circaworks.com | 1000 N Water St Suite 1200 Milwaukee, WI 53202 | 800.984.3775 | No |
| DisabilityJobs.net | Tiffany Borski Tiffany.Borski@circaworks.com | 1000 N Water St Suite 1200 Milwaukee, WI 53202 | 800.984.3775 | No |
| LatinoJobs.org | Tiffany Borski Tiffany.Borski@circaworks.com | 1000 N Water St Suite 1200 Milwaukee, WI 53202 | 800.984.3775 | No |
| OverFiftyJobs.com | Tiffany Borski Tiffany.Borski@circaworks.com | 1000 N Water St Suite 1200 Milwaukee, WI 53202 | 800.984.3775 | No |
| NativeJobs.org | Tiffany Borski Tiffany.Borski@circaworks.com | 1000 N Water St Suite 1200 Milwaukee, WI 53202 | 800.984.3775 | No |
| WeHireWomen.com | Tiffany Borski Tiffany.Borski@circaworks.com | 1000 N Water St Suite 1200 Milwaukee, WI 53202 | 800.984.3775 | No |
| DiversityJobs.com | Tiffany Borski Tiffany.Borski@circaworks.com | 1000 N Water St Suite 1200 Milwaukee, WI 53202 | 800.984.3775 | No |
| Worksource, State of California | Tiffany Borski Tiffany.Borski@circaworks.com | 1000 N Water St Suite 1200 Milwaukee, WI 53202 | 800.984.3775 | No |
| Astound Career Board | www.astound.com/careers Adilene.Scarborough@astound.com | 3700 Monte Villa Parkway, Suite 2 Bothell, WA 98021 | 425.217.4000 | No |
| Indeed | Louis Rappaport rappaport@indeed.com Gabrielle Misitano gmitano@indeed.com | 6433 Champion Grandview Way Building 1 Austin, TX 78750 | 646.58.6864 212.405.7744 | No |
| Zip Recruiter | Casey Hill Casey.hill@ziprecruiter.com | 40 East Rio Salado Pkwy. Tempe, AZ 85281 | 480.518.9809 | No |
| LinkedIn | Larry Gould www.linkedin.com | 2029 Stierlin Ct Mountain View, CA 94043 | 312-650-7673 | No |

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|---|--|---|------------------------------|----|
| State of California Dept of Rehabilitation | Brian Coleman Staff Services Analyst-Business Spe Brian.Coleman@dor.ca.gov | San Luis Obispo Branch 3220 S Higuera St, San Luis Obispo, CA 93401 | 805-549-3457 | no |
| California Community Colleges Network | https://www.collegecentral.com/cacc | EmployerCentral.com 297 Kingsbury, Ste. D P.O. Box 4470 Stateline, NV 89449-4470 | 775-546-6040 | No |
| Cuesta College, San Luis Obispo Campus | Jobs4you@cuesta.edu https://cuesta.jobspeaker.com/v2/job-board | CA-1, San Luis Obispo, CA 93405 | 805-546-3100 | No |
| Northwest Lineman College | nrcbusinessdevelopment@lineman.edu nrc@lineman.edu | 7600 S Meridian Rd, Meridian, ID | 888-839-4766 | No |
| PeopleSolved (3rd Party Agency) | Thalia Marquez thalia.marquez@peoplesolved.com Owen Tamsitt owen@peoplesolved.com | 180 John Street Suite 401 Toronto, Ontario M5T 1X5 | 416.347.8052 647.389.0261 | No |
| WorkSource Clallam and Jefferson Counties Virtual Job Fair | Myesha Mosley myesha.mosley@worksource.com | 1615 NE Eastgate Blvd bldg. 1 Pullman, WA 99163 | 509.339.7410 | No |
| NCM American Movie Theatre - Advertisement | Anita Riley anita.riley@rcm.com | 9110 E. Nichols Ave Suite 200, Centennial, CO, 80112 | 800-828-2828 | No |
| Facebook/Twitter | Julie Thomas www.facebook.com | 1 Hacker Way Menlo Park, CA 94025 | 650-308-7300 | No |
| Instagram | Julie Thomas www.instagram.com | 1 Hacker Way Menlo Park, CA 94025 | 650-543-4800 | No |
| Aerotek | Ryan Melnick rmelnick@aerotek.com | 7301 Parkway Drive Hanover, MD 21076 | 570-235-2105 | No |
| Glassdoor | Jenna Logan jenna.logan@glassdoor.com | 100 Shoreline Highway Mill Valley, CA 94941 | 414-944-6967 | No |
| Handshake | Support Handshake https://joinhandshake.com | 2601 Mission Street San Francisco, CA 94110 | | No |
| Wave Interview Hiring Event | Rebecca Endrizzi rebecca.endrizzi@astound.com | 3700 Monte Villa Parkway Suite 200 Bothell, WA, 98021 | 425-217-4001 | No |
| Craigslist | www.craigslist.com Rep: Secure Email http://sfbay.craigslist.com | 1381 9th Ave San Francisco, CA 94122 | 415.566.6394 | No |
| Company Vehicle Advertisement | Vanessa Perry vanessa.perry@rcn.net Wave Broadband Company Vehicles have Advertisements, they drive within each market http://gowave.com | | 609.452.2543 | No |
| Cross Channel Advertising (TV Spot) | Vanessa Perry vanessa.perry@rcn.net 15 second spots running on our cable channel line-up in each market | | 609.452.2543 | No |
| Appcast | Colleen Kelly ckelly@buyerads.com | 175 Highland Ave, Needham, MA 02494 | 857.404.0891 | No |

| RCN Corporation | | | |
|--|-----------------------------------|-----------|-------------------------|
| Unit 12002- Concord, CA | | | |
| FCC General Recruitment Report 76.1702(b)(3) | | | |
| July 15, 2021 through July 14, 2022 | | | |
| Outreach Efforts | Sponsor | Date | Description |
| Astound Job Fair | Rebecca Endrizzi, Jennifer Myrong | 4/20/2022 | Astound Job Fair 10-3PM |
| Astound Job Fair | Rebecca Endrizzi, Jennifer Myrong | 6/16/2022 | Astound Job Fair 10-3PM |
| Wave Interview Hiring Event | Rebecca Endrizzi | 5/6/2021 | Astound Job Fair |