

RCN Telecom Services of Illinois, LLC, dba Astound				
EEO Public File Report				
Employment Unit ID #11970				
Cook, Illinois County & Vanderburgh, Indiana County				
FCC Year July 15, 2024 through July 14, 2025				
Total # of Full-Time Vacancies Filled During Period: 51				
Total # People Interviewed for Full-Time Vacancies During Period: 442				
Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
BROAD007913	Broadband Technician I	Former Employee	1	0
		Indeed	4	0
		Appcast	10	1
		Astound Broadband Internal Posting	1	0
		Astound Broadband Website - Careers Page	0	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
BROAD008063	Broadband Dispatcher II	Indeed	7	1
		Appcast	3	0
		Astound Broadband Website - Careers Page	1	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
BROAD008120	Broadband Technician I	Jobfair	2	1
		Indeed	3	0
		Astound Broadband Website - Careers Page	2	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
BROAD008164	Broadband Technician II	Indeed	2	0
		Astound Broadband Website - Careers Page	1	1
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
BROAD008182	Broadband Dispatcher II	Employee Referral	3	1
		Indeed	1	0
		Astound Broadband Website - Careers Page	4	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
BROAD008320	Broadband Network Technician III	Indeed	5	1
		Appcast	1	0
		Astound Broadband Internal Posting	2	0
		Astound Broadband Website - Careers Page	0	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
BROAD008332	Broadband Technician I	Indeed	6	0
		Employee Referral	2	0
		Appcast	3	0
		Astound Broadband Website - Careers Page	4	1
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
BROAD008333	Broadband Technician I	Employee Referral	1	0
		Appcast	3	1
		Astound Broadband Website - Careers Page	0	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
BROAD008334	Broadband Technician II	Employee Referral	2	0
		Former Employee	1	0
		Jobfair	2	0
		Indeed	2	0
		Appcast	3	1
		Astound Broadband Website - Careers Page	6	0
		Astound Broadband Internal Posting	1	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
BROAD008397	Broadband Technician I	Employee Referral	1	0
		Indeed	7	1
		Astound Broadband Website - Careers Page	5	0
		Astound Broadband Internal Posting	1	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
BROAD008399	Broadband Technician I	Employee Referral	0	0
		Jobfair	2	1
		ZipRecruiter	0	0
		Indeed	1	0
		Astound Broadband Website - Careers Page	1	0

		College Recruiter	1	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
BROAD008446	Broadband Technician II	Employee Referral	5	1
		Former Employee	1	0
		Indeed	12	0
		Appcast	4	0
		Astound Broadband Website - Careers Page	3	0
		Company Vehicle Advertisement	1	0
		Cross Channel Ad	0	0
BROAD008447	Broadband Dispatcher I	Employee Referral	2	0
		Indeed	7	0
		Astound Broadband Website - Careers Page	4	1
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
BROAD008514	Broadband Technician I	Indeed	11	1
		Appcast	3	0
		Astound Broadband Website - Careers Page	0	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
BROAD008516	Broadband Technician I	Indeed	15	0
		Astound Broadband Website - Careers Page	1	1
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
BROAD008569	Broadband Technician II	Employee Referral	1	0
		Former Employee	0	0
		ZipRecruiter	1	0
		Indeed	16	0
		Appcast	4	0
		Astound Broadband Website - Careers Page	6	1
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
BROAD008861	Broadband Technician I	Employee Referral	1	1
		Indeed	1	0
		Astound Broadband Website - Careers Page	0	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
BUILD008528	Building Relations Representative	Employee Referral	3	0
		Indeed	3	0
		Astound Broadband Website - Careers Page	4	1
		NSN	1	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
BUSIN008122	Business Account Executive	Indeed	2	1
		Astound Broadband Website - Careers Page	1	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
BUSIN008260	Business Account Executive	ZipRecruiter	1	1
		Indeed	2	0
		Appcast	1	0
		Astound Broadband Website - Careers Page	4	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
BUSIN008450	Business Development Manager/ Access Manager	Employee Referral	0	0
		Indeed	3	1
		Astound Broadband Website - Careers Page	0	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
CPESP008289	CPE Specialist	Employee Referral	0	0
		Former Employee	0	0
		Indeed	5	1
		Appcast	0	0
		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	0	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
DIREC008125	Direct Sales Representative	Indeed	1	0
		Appcast	3	1
		Astound Broadband Website - Careers Page	4	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
DIREC008163	Direct Sales Representative - MDU	Employee Referral	2	0
		Astound Broadband Website - Careers Page	3	1

		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
DIREC008183	Direct Sales Representative	Employee Referral	2	1
		Appcast	9	0
		Company Vehicle Advertisement	0	0
		Astound Broadband Website - Careers Page	2	0
		Cross Channel Ad	0	0
DIREC008287	Direct Sales Representative	Indeed	3	1
		Appcast	3	0
		Astound Broadband Website - Careers Page	0	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
DIREC008349	Direct Sales Representative- Residential	Employee Referral	2	0
		Indeed	4	0
		Appcast	1	1
		Astound Broadband Website - Careers Page	0	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
DIREC008527	Direct Sales Representative- Residential	Employee Referral	1	1
		Indeed	7	0
		Astound Broadband Website - Careers Page	0	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
DIREC008573	Direct Sales Representative- Residential	Employee Referral	1	0
		Jobfair	1	0
		Indeed	4	0
		Astound Broadband Website - Careers Page	3	1
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
DIREC008614	Direct Sales Representative- Residential	Indeed	6	1
		Appcast	3	0
		Astound Broadband Website - Careers Page	0	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
DIREC008615	Direct Sales Representative- Residential	Employee Referral	1	1
		Indeed	7	0
		Appcast	8	0
		Astound Broadband Website - Careers Page	2	0
		Astound Broadband Internal Posting	1	0
		Cross Channel Ad	0	0
DIREC008616	Direct Sales Representative- Residential	Employee Referral	1	1
		Indeed	2	0
		Appcast	4	0
		Cross Channel Ad	0	0
		Company Vehicle Advertisement	0	0
		Astound Broadband Website - Careers Page	3	0
IMPLE008285	Implementation Project Manager II	LinkedIn	1	1
		Astound Broadband Internal Posting	1	0
		Astound Broadband Website - Careers Page	0	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
LANAD008307	LAN Administrator	3rd Party Agency	1	1
		Indeed	2	0
		Astound Broadband Website - Careers Page	0	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
NETWO008477	Network Support Technician II	3rd Party Agency	1	1
		Employee Referral	1	0
		Astound Broadband Website - Careers Page	0	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
PROJE008473	Project Manager	Indeed	12	0
		Astound Broadband Website - Careers Page	3	1
		Astound Broadband Internal Posting	1	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
REGIO008211	Regional Director Business Solutions	3rd Party Agency	2	1
		Employee Referral	2	0
		Former Employee	2	0
		Indeed	1	0
		Astound Broadband Website - Careers Page	3	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0

SALES008159	Sales Engineer	3rd Party Agency	2	1
		Employee Referral	3	0
		Indeed	2	0
		Astound Broadband Website - Careers Page	2	0
		Astound Broadband Internal Posting	1	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
SALES008184	Events Marketing Specialist	Employee Referral	2	0
		LinkedIn	1	1
		Indeed	3	0
		Appcast	2	0
		Astound Broadband Website - Careers Page	0	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
SENIO008406	Senior Director, Sales	Indeed	2	0
		Astound Broadband Website - Careers Page	11	1
		Astound Broadband Internal Posting	1	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
SENIO008462	Senior Enterprise Account Executive	3rd Party Agency	1	1
		Indeed	1	0
		Astound Broadband Website - Careers Page	1	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
SENIO008463	Senior Enterprise Account Executive	Employee Referral	1	1
		Astound Broadband Website - Careers Page	1	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
SENIO008533	Senior Enterprise Account Executive	Employee Referral	2	1
		Astound Broadband Website - Careers Page	0	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
SENIO008572	Senior Sales Coordinator Multi-Family	Indeed	3	0
		Astound Broadband Website - Careers Page	1	1
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
SENIO008582	Senior Manager, Sales	Employee Referral	2	1
		Astound Broadband Internal Posting	1	0
		Astound Broadband Website - Careers Page	0	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
SENIO008724	Senior Enterprise Account Executive	Employee Referral	1	1
		Astound Broadband Website - Careers Page	1	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
STRAT008371	Strategic Sourcing Operations Manager	Employee Referral	2	0
		Former Employee	1	0
		Astound Broadband Website - Careers Page	4	1
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
STRAT008432	Strategic Account Executive	Appcast	1	0
		Astound Broadband Website - Careers Page	2	1
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
VOICE008414	Voice Account Manager	Employee Referral	1	1
		Indeed	1	0
		Appcast	0	0
		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	0	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
WAREH008288	Warehouse Technician I	Indeed	6	0
		Astound Broadband Website - Careers Page	1	1
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
WAREH008398	Warehouse Technician I	Indeed	9	1
		Astound Broadband Website - Careers Page	2	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
Totals:			442	51

**RCN Telecom Services of Illinois, LLC, dba Astound**  
**Employment Unit ID #11970**  
**Cook, Illinois County & Vanderburgh, Indiana County**  
**Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)**  
**FCC Year July 15, 2024 through July 14, 2025**

Name of Source	Contact and Email	Address	Telephone	Entitled Notification
Insight Global (3rd Party Agency)	Ashley Wadsworth Ashley.Wadsworth@insightglobal.com	1224 Hammond Dr. Atlanta, GA 30346	360.924.1733	No
People Solved (3rd Party Agency)	Thalia Marquez thalia.marquez@peoplesolved.com	P.O. Box 2626, Allen, TX 75013	416-347-8052	No
Glotel USA Inc. (3rd Party Agency)	Gary Barnett gbarnett@glotel.com	8700 West Bryn Mawr Avenue, Suite 400N Chicago, IL 60631	312.714.7473	No
Indeed	Kyle Murphy kylemurphy@indeed.com	7501 N. Capital of Texas Hwy Austin, TX 78731	512.485.1899	No
LinkedIn	Larry Gould Lgould@linkedin.com	2029 Stierlin Ct Mountain View, CA 94043	312.650.7673	No
Astound Broadband Website - Careers Page	Lisa Thurmon Lisa.Thurmon@Astound.com	650 College Rd. E, Suite 3100, Princeton, NJ 08540	428.287.7698	No
Astound Internal Job Posting - Internal Candidates	Lisa Thurmon Lisa.Thurmon@Astound.com	650 College Rd. E, Suite 3100, Princeton, NJ 08540	428.287.7698	No
Employee Referral Program	Lisa Thurmon Lisa.Thurmon@Astound.com	650 College Rd. E, Suite 3100, Princeton, NJ 08540	428.287.7698	No
Social Media (Twitter, Facebook, Instagram)	Julie Thomas <a href="mailto:julie.thomas@astound.com">julie.thomas@astound.com</a> Rebecca Hornak <a href="mailto:rebecca.hornak@astound.com">rebecca.hornak@astound.com</a>	650 College Rd. E, Suite 3100, Princeton, NJ 08540	428.287.7698	No
Company Vehicle Advertisement	Jessica Broadbent <a href="mailto:Jessica.Broadbent@Astound.com">Jessica.Broadbent@Astound.com</a>	650 College Rd. E, Suite 3100, Princeton, NJ 08540	210.632.3065	No
Cross Channel Advertising (TV Spot)	Jessica Broadbent <a href="mailto:Jessica.Broadbent@Astound.com">Jessica.Broadbent@Astound.com</a>	650 College Rd. E, Suite 3100, Princeton, NJ 08540	210.632.3065	No
Buyer / Appcast	Colleen Kelly & Matthew Nugent <a href="mailto:ckelly@buyerads.com">ckelly@buyerads.com</a> & <a href="mailto:mnugent@buyerads.com">mnugent@buyerads.com</a>	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Zip Recruiter	Colleen Kelly & Matthew Nugent <a href="mailto:ckelly@buyerads.com">ckelly@buyerads.com</a> & <a href="mailto:mnugent@buyerads.com">mnugent@buyerads.com</a>	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Appcast	Colleen Kelly & Matthew Nugent <a href="mailto:ckelly@buyerads.com">ckelly@buyerads.com</a> & <a href="mailto:mnugent@buyerads.com">mnugent@buyerads.com</a>	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Monster	Colleen Kelly & Matthew Nugent <a href="mailto:ckelly@buyerads.com">ckelly@buyerads.com</a> & <a href="mailto:mnugent@buyerads.com">mnugent@buyerads.com</a>	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Talent	Colleen Kelly & Matthew Nugent <a href="mailto:ckelly@buyerads.com">ckelly@buyerads.com</a> & <a href="mailto:mnugent@buyerads.com">mnugent@buyerads.com</a>	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Adzuna	Colleen Kelly & Matthew Nugent <a href="mailto:ckelly@buyerads.com">ckelly@buyerads.com</a> & <a href="mailto:mnugent@buyerads.com">mnugent@buyerads.com</a>	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Talroo	Colleen Kelly & Matthew Nugent <a href="mailto:ckelly@buyerads.com">ckelly@buyerads.com</a> & <a href="mailto:mnugent@buyerads.com">mnugent@buyerads.com</a>	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Circa Mitraech*	Tyler Kaplan <a href="mailto:tyler.kaplan@mitraech">tyler.kaplan@mitraech</a>	1000 N. Water St. Suite 1200 Milwaukee, WI 53202	800.984.3775	No

\*All Astound vacancies are distributed by our external partner, Circa, on the following diverse job boards: AfricanAmericanHires.com, AllLGBTJobs.com, AsianHires.com, VeteranJobs.net, DisabilityJobs.net, LationJobs.org, OverFiftyJobs.com, NativeJobs.org, WeHireWomen.com, and DiversityJobs.com. Circa also posts all vacancies on all of their In-Network state diversity job boards, and distributes all job opportunities to local organizations that support a diverse set of community members.

**RCN Telecom Services of Illinois, LLC, dba Astound**  
**Employment Unit ID #11970**  
**Cook, Illinois County & Vanderburgh, Indiana County**  
**FCC General Recruitment Report - 76.1702(b)(3)**  
**FCC Year July 15, 2024 through July 14, 2025**

Outreach Efforts	Participants	Date	Description
Astound Diversity, Equity, and Inclusion Intern Program	Astound	05/27/2025 - 07/14/2025	Astound Intern program focused on providing college students intern opportunities in the MVPD industry.
Astound Info Session - Emma Bowen & T Howard Foundation	Astound and DEI Team	03/13/2025 03/27/2025	The virtual info session was primarily held to provide detailed information about the Astound Internship Program, including its structure, application process, and opportunities for growth and development within the company.
Astound Virtual Career Fair	Astound Talent Acquisition Team	3/18/2025	Astound organized and hosted a virtual career fair for all open positions to expand candidate pool.
Astound Virtual Career Fair	Astound Talent Acquisition Team	5/13/2025	Astound organized and hosted a virtual career fair for all open positions to expand candidate pool.
Leadership Focus Newsletter	Astound People Leaders	7/15/2025 - 7/14/2025	Monthly newsletter delivered to people leaders with a variety of skill building opportunities and resources.
Learning Alliance Career Days	Astound Recruiters	05/21/2025 07/02/2025	Astound Recruiters participated in Learning Alliance's Career Day by educating their students on telecommunication career opportunities with Astound. This included a Q&A session
Model Expand Structured Interview Creation and Training	Astound Recruiters, DEI Team and hiring managers/ people leaders.	09/18/2024 10/16/2024 10/28/2024	ModelExpand focused on guiding and training the DEI and recruiting team, and hiring leaders/people managers, on effectively interviewing and assessing candidates, while mitigating bias throughout the interview process.
National Sales Network Career Fair	Astound Talent Acquisition Team	8/7/24-8/9/24	Astound sponsored and attended the career fair hosted by the NSN network in Houston, TX, to attract diverse sales talent to the organization
NSN Virtual Information and Career Session	Astound Talent Acquisition Team	2/27/2025	Astound organized and hosted a virtual career fair for all open positions tailored to members of the National Sales Network, to attract diverse sales talent to the organization
Purple Aces Booth UE v. Indiana State	Astound Direct Sales Representative Team	1/4/2025	Astound attended event to engage with the community.
Purple Aces Booth UE v. UIC	Astound Direct Sales Representative Team	1/29/2025	Astound attended event to engage with the community.
Black History Jamboree	Astound Direct Sales Representative Team	2/1/2025	Astound attended event to engage with the community.
IL Condo-HOA Expo	Astound Direct Sales Representative Team	3/28/2025	Astound attended event to engage with the community.
Mustangs Night Out Fundraiser	Astound Direct Sales Representative Team	4/5/2025	Astound attended event to engage with the community.
Race the Trails	Astound Direct Sales Representative Team	4/22/2025	Astound attended event to engage with the community.
Spring Market	Astound Direct Sales Representative Team	4/24/2025	Spring vendor market event that Astound attended to engage with the community.
Chicago Housing Authority Computer Distribution Event and Resource Fair	Astound Direct Sales Representative Team	4/25/2025	Astound attended event to engage with the community and inform them about Astound's affordable internet services, helping to bridge the digital divide.
SWIRCA Activity Center	Astound Direct Sales Representative Team	5/3/2025	Astound sponsored community event to engage with members of the community.
Marcus & Millichap Midwest and Chicago, Multifamily Forum	Astound Direct Sales Representative Team	5/8/2025	Astound attended event to engage with the community.
Aurora's 18th Annual Trivia Tonight	Astound Direct Sales Representative Team	6/4/2025	Astound attended fundraising event to support Aurora's programs that help house those experiencing homelessness in the Evansville community.
Blue Island Gets Warped	Astound Direct Sales Representative Team	6/7/2025	Astound sponsored community event to engage with members of the community.
Market at the Park (Food Trucks)	Astound Direct Sales Representative Team	6/14/2025	Astound attended event to engage with members of the community.
Adult Prom	Astound Direct Sales Representative Team	6/26/2025	Community event bringing together residents ages 55+ for a night of celebration and community spirit. Astound sponsored event to connect with residents while demonstrating support for the Evergreen Park community.
Market at the Park (Elvis Night)	Astound Direct Sales Representative Team	6/26/2025	Astound attended event to engage with members of the community.
Farmer's Market	Astound Direct Sales Representative Team	7/2/2025	Astound attended event to engage with members of the community.
International Festival of Life	Astound Direct Sales Representative Team	7/11/2025	The International Festival of Life (IFOL) is a multicultural, family-friendly event that celebrates music, food, arts, and culture from all around the world. Astound attended event to engage with the community.
TGIF at York & Western	Astound Direct Sales Representative Team	7/11/2025	Astound attended event to engage with members of the community.
Shop Roseland	Astound Direct Sales Representative Team	7/12/2025	Astound participated in this community event featuring a Community-Wide Job Fair.
SWRICA Brewfest	Astound Direct Sales Representative Team	7/12/2025	Astound attended event to engage with members of the community.
VHS Bark Party	Astound Direct Sales Representative Team	7/12/2025	Astound was the presenting sponsor at this event to engage with the community.
Employee Training	Astound Employees	9/26/2024 - 07/14/2025	Are You an Ally? - Inclusion Microlearning
Employee Training	Astound Employees	6/19/2025 - 07/14/2025	Be an Ally Not a Bystander
Employee Training	Astound Employees	9/3/2024 - 07/14/2025	Benefits of Diversity for Everyone - Inclusion Microlearning
Employee Training	Astound Employees	9/3/2024 - 07/14/2025	Bystander Intervention - Inclusion Microlearning
Employee Training	Astound Employees	7/22/2024 - 07/14/2025	Bystander Intervention in the Workplace [IL]
Employee Training	Astound Employees	9/10/2024 - 07/14/2025	Call Escalations
Employee Training	Astound Employees	4/8/2025 - 07/14/2025	Ethics and Code of Conduct
Employee Training	Astound Leadership	2/6/2025 - 07/14/2025	How to Conduct an Effective Interview
Employee Training	Astound Employees	11/5/2024 - 07/14/2025	Inclusion & Belonging in the Workplace [EE]
Employee Training	Astound Employees	12/5/2024 - 07/14/2025	Intentional Inclusion - Inclusion Microlearning
Employee Training	Astound Employees	2/24/2025 - 07/14/2025	Labor Relations Awareness
Employee Training	Astound Employees	3/24/2025 - 07/14/2025	Promoting Fairness in the Workplace
Employee Training	Astound Employees	5/15/2025 - 07/14/2025	Workplace Harassment Prevention for Employees