

RCN Telecom Services LLC. dba Astound
EEO Public File Report
Employment Unit ID # 11835
FCC Year July 15, 2024 through July 14, 2025

Total # of Full-Time Vacancies Filled During Period: 23

Total # People Interviewed for Full-Time Vacancies During Period: 200

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
CUSTO008161* *Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following requisition: CUSTO008197	Customer Care Specialist	3rd Party Agency	1	0
		Billboard	1	0
		Careerbuilder	1	0
		Employee Referral	6	1
		LinkedIn	3	0
		Glassdoor	1	0
		ZipRecruiter	1	0
		Social Media (Twitter, Facebook, Instagram)	1	0
		Indeed	12	1
		Astound Broadband Website - Careers Page	7	0
		Astound Broadband Internal Posting	1	0
CUSTO008196* *Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions: CUSTO008198 CUSTO008200 CUSTO008201 CUSTO008202	Customer Care Specialist	Careerbuilder	2	1
		Employee Referral	2	0
		LinkedIn	1	0
		Professional Job Board	1	0
		ZipRecruiter	3	0
		Facebook	1	0
		Indeed	7	2
		Appcast	3	0
		Astound Broadband Website - Careers Page	8	2
		Astound Broadband Internal Posting	1	0
DIREC008282	Direct Sales Representative	Employee Referral	2	0
		Former Employee	1	0
		Indeed	1	0
		Appcast	5	0
		Astound Broadband Website - Careers Page	6	1
DIREC008548	Direct Sales Representative- Residential	Appcast	2	1
DIREC008550	Direct Sales Representative- Residential	Employee Referral	1	1
		Appcast	3	0
DIREC008570	Direct Sales Representative- Residential	Employee Referral	2	1
		Appcast	2	0
DIREC008588	Direct Sales Representative- Residential	Indeed	2	0
		Appcast	6	1
		Astound Broadband Website - Careers Page	1	0
DIREC008721	Direct Sales Representative- Universal	Professional Job Board	1	0
		Word of Mouth	1	0
		ZipRecruiter	1	0
		Indeed	2	0
		Appcast	10	0
		Astound Broadband Website - Careers Page	2	1
ENTER008113	Enterprise Account Executive	3rd Party Agency	1	1
		ZipRecruiter	1	0
ENTER008133	Enterprise Account Executive	Employee Referral	1	0
		Former Employee	1	1
ENTER008187	Enterprise Account Executive	Employee Referral	1	1
		Appcast	2	0
FRONT008351	Front Counter Representative	Careerbuilder	1	0
		Indeed	21	1
		Appcast	6	0
		Astound Broadband Website - Careers Page	3	0
		Astound Broadband Internal Posting	2	0
NOCTE008362	NOC Technician I	LinkedIn	1	0
		Indeed	6	1
OPERA008500	Operations Coordinator	Indeed	4	1
		Appcast	4	0
OPERA008501	Operations Coordinator	Appcast	4	0
		Astound Broadband Website - Careers Page	2	1
		Astound Broadband Internal Posting	1	0
VICEP008400	Vice President, Sales	Employee Referral	3	0
		LinkedIn	4	0
		Indeed	2	0

		Appcast	1	0
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	2	0
		Astound Broadband Website - Careers Page	1	1
WAREH008605	Warehouse Operations Spec	Employee Referral	1	0
		Indeed	5	1
WAREH008606	Warehouse Operations Spec	Employee Referral	1	1
		Indeed	1	0
		Astound Broadband Website - Careers Page	1	0
Grand Total			200	23

RCN Telecom Services LLC. dba Astound
FCC Annual Report
Employment Unit ID # 11835
Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)
July 15, 2024 - July 14, 2025

Source	Contact and Email	Address	Telephone	Entitled to Notifications
PeopleSolved (3rd Party Agency)	Thalia Marquez thalia.marquez@peoplesolved.com	180 John Street, Suite 401 Toronto, Ontario M5T 1X5	416.347.8052	No
Astound Employee Referral	Alexandra Torres alexandra.torres@astound.com	650 College Rd East, Suite 3100, Princeton, NJ 08540	609-276-4105	No
Astound Internal Job Posting	Lisa Thurmon Lisa.Thurmon@Astound.com	650 College Rd East, Suite 3100, Princeton, NJ 08540	903-426-4628	No
Astound Careers Page	Lisa Thurmon Lisa.Thurmon@Astound.com	650 College Rd East, Suite 3100, Princeton, NJ 08540	903-426-4628	No
Cross Channel Ads	Jessica Broadbent jessica.broadbent@Astound.com	650 College Rd East, Suite 3100, Princeton, NJ 08540	(210) 632-3065	No
Indeed	Kyle Murphy Kylmurphy@indeed.com	200 W 6th St, Floor 36, Austin, TX 78701	512-485-1899	No
Buyer	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Zip Recruiter	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Appcast	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Talent	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Adzuna	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Talroo	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Jobcase	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Circa Mitrtech*	Tyler Kaplan tyler.kaplan@mitrtech.com	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, LatinoJobs.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 LLC. dba Astound
Employment Unit ID 11835
FCC General Recruitment Report - 76.1702(b)(3)
July 15, 2024 through July 14, 2025

Outreach Efforts	Participants	Date	Description
Astound Virtual Career Fair	Astound Talent Acquisition Team	3/18/2025	Astound organized and hosted a virtual career fair for all open positions to <u>expand candidate pool</u>
Astound Virtual Career Fair	Astound Talent Acquisition Team	5/13/2025	Astound organized and hosted a virtual career fair for all open positions to <u>expand candidate pool</u>
National Sales Network Career Fair	Astound Talent Acquisition Team	8/7/2024-8/9/2024	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
NCC Lineman Fall 2024 Employer Day	Astound HR and Tech Ops Managers	10/10/2024	Career coaching, Panel Discussion and job fair
NCC Lineman Spring 2025 Employer Day	Astound HR and Tech Ops Managers	4/29/2025	Career coaching, Panel Discussion and job fair
Model Expand Structured Interview Creation and Training	Astound Recruiters, DEI Team and hiring managers.	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.
Astound Diversity, Equity, and Inclusion Intern Program	Astound DEI Team and People Leaders	5/27/2024-8/15/2024	Astound Intern program focused on providing college students intern opportunities in the MYPD industry.
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.
Communicating Effectively	Astound Employees	9/24/2024-10/3/2024	Online and in person training modules available for leadership, soft skills, technical, and product knowledge. Employees are assigned training based on the role within the organization as well as opportunity to participate in training based on development goals.
Are You an Ally? - Inclusion Microlearning	Astound Employees	7/15/2024-12/5/2024	Training on creating an inclusive workplace for all employees.
Be an Ally Not a Bystander	Astound Employees	7/15/2024-8/5/2024	Training on creating an inclusive workplace for all employees, and knowing when to speak up if a situation arises.
Benefits of Diversity for Everyone - Inclusion Microlearning	Astound Employees	7/18/2024-10/15/2024	Training on creating a diverse workplace and its benefits for all employees and the organization
Bystander Intervention - Inclusion Microlearning	Astound Employees	6/4/2025-7/14/2025	Training on creating a positive and inclusive workplace, and how to prevent and address challenges that arise.
How to Conduct an Effective Interview	Astound People Leaders	10/21/2024-4/30/2025	Training geared at improving people leaders' skills on how to conduct effective interviews, including effectively assessing candidates.
Inclusion & Belonging in the Workplace [EE]	Astound Employees	11/20/2024-1/6/2025	Offers guidelines for fostering a diverse, equitable and inclusive work environment for employees. It also addresses challenges, like unconscious bias and micro inequities, and offers tips for navigating them.
Intentional Inclusion - Inclusion Microlearning	Astound Employees	7/23/2024-7/14/2025	Training on creating an inclusive workplace and its benefits for all employees and the organization
Promoting Fairness in the Workplace	Astound Employees	8/1/2024-7/14/2025	Introduces the topic of unconscious biases: what they are, how they're formed, what they can look like and most importantly - how to identify them and prevent them from affecting important workplace decisions.