Wave Division Holdings, LLC. dba Astound
EEO Public File Report
Employment Unit ID 2392
July 15, 2024 through July 14, 2025

Total # of Full-Time Vacancies Filled During Period: 6
Total # People Interviewed for Full-Time Vacancies During Period: 46

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
BROAD008115	Broadband Network Technician I	Indeed	2	1
		Appcast	4	0
		Astound Broadband Website - Careers Page	15	1
BROAD008219	Broadband Technician I	Indeed	1	0
		Appcast	3	1
		Employee Referral	1	0
		Indeed	3	0
		Appcast	3	0
BROAD008426	Broadband Technician I	Word of Mouth	1	0
		Indeed	1	1
		Appcast	1	0
		Indeed	1	0
COMME008455	Commercial Installation Technician I	Word of Mouth	1	0
		Appcast	2	0
		Astound Broadband Website - Careers Page	1	0
		LinkUp	1	1
RETAI008301	Retail Sales Representative I	Indeed	1	0
		Appcast	3	1
		Astound Broadband Website - Careers Page	1	0
Grand Total			**46**	**6**

Wave Division Holdings, LLC. dba Astound
FCC Annual Report
Employment Unit ID 2392
Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)
July 15, 2024 through July 14, 2025

Source	Contact and Email	Address	Telephone	Entitled to Notifications
Circa Mitraech*	Tyler Kaplan tyler.kaplan@mitraech	1000 N. Water St. Suite 1200, Milwaukee,	800.984.3775	No
*All Astound vacancy opportunities 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, WeHireWomen.com, and DiversityJobs.com. Circa also posts and distributes all Astound jobsto all sites in Cira's National Network, all state job bank boards, and local organizations focused on diverse populations.				
Indeed	Kyle Murphy kylemurphy@indeed.com	7501 N. Capital of Texas Hwy, Austin, TX	512.485.1899	No
LinkedIn	Larry Gould Lgould@linkedin.com	2029 Stierlin Ct, Mountain View, CA 94043	312.650.7673	No
Astound Broadband Careers Web Page	Lisa Thurmon Lisa.Thurmon@Astound.com	650 College Rd East, Suite 3100, Princeton, N	428.287.7698	No
Employee Referral Program	Lisa Thurmon Lisa.Thurmon@Astound.com	650 College Rd East, Suite 3100, Princeton, N	428.287.7698	No
Astound Internal Job Posting	Lisa Thurmon Lisa.Thurmon@Astound.com	650 College Rd East, Suite 3100, Princeton,	428.287.7698	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
Monster	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
Cross Channel Advertising (TV Spot)	Jessica Broadbent jessica.broadbent@Astound.com	650 College Rd East, Suite 3100, Princeton, N	(210) 632-3065	No
Company Vehicle Advertisement	Jessica Broadbent jessica.broadbent@astound.com	650 College Rd East, Suite 3100, Princeton, N	428.287.7698	No

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 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
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
Learning Alliance Career Days	Astound Recruiters	05/21/202507/02/2025	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
Astound Diversity, Equity, and Inclusion Intern Program	Astound DEI Team and People Leaders	5/27/2025 - 7/14/2025	Astound Intern program focused on providing college students intern opportunities in the MVPD industry.
Leadership Challenge	Astound People Leaders	7/24/2024 - 7/25/2024	Leadership development training for people leaders.
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	Business Solutions: Astound Wi-Fi Pro Launch 2025 - Sales
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	Retail Engagement Process - Use the CARE Customer Engagement Flow
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	Inclusion & Belonging in the Workplace [EE]
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	Business Solutions: Enterprise and GEMS Accounts Ownership Guidelines
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	LEAD NOW Effective Communication
Employee Training	Astound People Leaders	7/15/2024 - 7/14/2025	Leadership Core: Busy Being Busy
Employee Training	Astound People Leaders	7/15/2024 - 7/14/2025	Leadership Core: Improving Self-Awareness
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	Promoting Fairness in the Workplace
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	Are You an Ally? - Inclusion Microlearning
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	Be an Ally Not a Bystander
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	Benefits of Diversity for Everyone - Inclusion Microlearning
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	Bystander Intervention - Inclusion Microlearning
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	Intentional Inclusion - Inclusion Microlearning
Employee Training	Astound People Leaders	7/15/2024 - 7/14/2025	Managing Bias: Leaders
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	1.2 Communicating Effectively
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	How to Conduct an Effective Interview
Employee Training	Astound People Leaders	7/15/2024 - 7/14/2025	Leadership Core: Be Where the Decisions are Made
Employee Training	Astound People Leaders	7/15/2024 - 7/14/2025	Leadership Core: Being Intentional
Employee Training	Astound People Leaders	7/15/2024 - 7/14/2025	Leadership Core: Delivering Bad News
Employee Training	Astound People Leaders	7/15/2024 - 7/14/2025	Leadership Core: Gain Credibility (Other than Experience)
Employee Training	Astound People Leaders	7/15/2024 - 7/14/2025	Leadership Core: If it was easy everyone would do it!
Employee Training	Astound People Leaders	7/15/2024 - 7/14/2025	Leadership Core: Know Your Audience
Employee Training	Astound People Leaders	7/15/2024 - 7/14/2025	Leadership Core: Leading by Example
Employee Training	Astound People Leaders	7/15/2024 - 7/14/2025	Leadership Core: Leading Through Learning
Employee Training	Astound People Leaders	7/15/2024 - 7/14/2025	Leadership Core: Turn around under performers
Employee Training	Astound People Leaders	7/15/2024 - 7/14/2025	Leadership Focus Newsletter
Leadershp Focus Newsletter	Astound People Leaders	7/15/2024 - 7/14/2025	Monthly newsletter delivered to people leaders with a vairety of skill building opportunities and resources
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	DSR Sales Process - Use the CARE Consultative Sales Flow
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	Let's sell: 7 Strategies Every D2D Salesperson Should Know
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	Let's Sell: Direct Sales Fundamentals
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	Let's Sell: Powering the Connected Home (Residential Product)
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	Let's Sell: The Marketing & Sales Funnel
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	Let's Sell: The Six Components of a Sale (Commercial)
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	Overcoming Objections: How Our Internet Competes with Mobile Fixed Wireless Access (FWA)
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	SalesDev: Onboarding
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	SalesDev--Approach
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	SalesDev--Closing
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	SalesDev--Discovery
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	SalesDev--Greeting
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	SalesDev--Handling Objections
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	SalesDev--Preparation
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	SalesDev--Prospecting
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	Your Critical Role in Retention
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	Emotional Intelligence
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	Employee Responsibilities During an Incident Investigation
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	Resolving Workplace Conflict
Employee Training	Astound Employees	7/15/2024 - 7/14/2025	The Closers - Sales Game