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)

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		July	15, 20	024 th	roug	jh Ju	ly 14	, 20	025	

Source	Contact and Email	Address	Telephone	Entitled to Notifications
Circa Mitraech*	Tyler Kaplan	1000 N. Water St. Suite 1200, Milwaukee,	800.984.3775	No
	tyler.kaplan@mitraech			
*All Astound vacancy opportunities are distributed	d by our external partner, Circa on the following diverse job boards : Africa	anAmericanHires.com, AllLGBTJobs.com, Asia	nHires.com, Vet	eranJobs.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 I	National Network	k, all state job
bank boards, and local organizations focused on	diverse populations.			
Indeed	Kyle Murphy	7501 N. Capital of Texas Hwy, Austin, TX	512.485.1899	No
	kylemurphy@indeed.com			
LinkedIn	Larry Gould	2029 Stierlin Ct, Mountain View, CA 94043	312.650.7673	No
	Lgould@linkedin.com			
Astound Broadband Careers Web Page	Lisa Thurmon	650 College Rd East, Suite 3100, Princeton,	428.287.7698	No
_	Lisa.Thurmon@Astound.com	_		
Employee Referral Program	Lisa Thurmon	650 College Rd East, Suite 3100, Princeton,	428.287.7698	No
	Lisa.Thurmon@Astound.com			
Astound Internal Job Posting	Lisa Thurmon	650 College Rd East, Suite 3100, Princeton,	428.287.7698	No
	Lisa.Thurmon@Astound.com			
Buyer	Colleen Kelly	175 Highland Ave, Needham, MA 02494	857-404-0891	No
	ckelly@buyerads.com			
Zip Recruiter	Colleen Kelly	175 Highland Ave, Needham, MA 02494	857-404-0891	No
	ckelly@buyerads.com			
Appcast	Colleen Kelly	175 Highland Ave, Needham, MA 02494	857-404-0891	No
	ckelly@buyerads.com			
Monster	Colleen Kelly	175 Highland Ave, Needham, MA 02494	857-404-0891	No
	ckelly@buyerads.com			
Talent	Colleen Kelly	175 Highland Ave, Needham, MA 02494	857-404-0891	No
	ckelly@buyerads.com			
Adzuna	Colleen Kelly	175 Highland Ave, Needham, MA 02494	857-404-0891	No
	ckelly@buyerads.com			
Talroo	Colleen Kelly	175 Highland Ave, Needham, MA 02494	857-404-0891	No
	ckelly@buyerads.com			
Cross Channel Advertising (TV Spot)	Jessica Broadbent	650 College Rd East, Suite 3100, Princeton,	(210) 632-3065	No
	jessica.broadbent@Astound.com			
Company Vehicle Advertisement	Jessica Broadbent	650 College Rd East, Suite 3100, Princeton,	428.287.7698	No
	jessica.broadbent@astound.com			1

Wave Division Holdings, LLC. dba Astound Employment Unit ID 2392 FCC General Recruitment Report - 76.1702(b)(3) July 15, 2024 through July 14, 2025

Ascund Yutual Career Fair Ascund Talent Acquisition Team S192025 Ascund States Network Career Fair Ascund Talent Acquisition Team B72024 6992024 Ascund agent and an industry of a virtual career fair for all open powers of the program of the progr	Outreach Efforts	Participants	Date	Description
National Sales Network Currer Fair Astound Talent Acquisition Team 8772024-499/2024 Astound Career Fair Astound Talent Acquisition Team 8772024-499/2024 Astound Career Sesson Astound Talent Acquisition Team 22772025 National Sales Network in Houston, Tx. to attack drivens select before the option of the National Sales Network in Houston, Tx. to attack drivens select before the optional selection of the National Sales Network, to attack of white selection of the National Sales Network, to attack of the National Sales Network, and the National Sales Network, and the National Sales Network of the National Sales Network, and the National Sales Network of the National Sales Netwo	Astound Virtual Career Fair	Astound Talent Acquisition Team		Astound organized and hosted a virtual career fair for all open positions to expand candidate pool
NSN Virtual Information and Career Session Astound Talent Acquisition Team 2277/2025 Astound Talent Acquisition Team 2277/2025 Astound Talent Acquisition Team Astound Talent Acquisition Team Astound Talent Acquisition Team Astound Talent Acquisition Team Astound Recruiters Astound Recruiters Astound Recruiters Astound Recruiters Astound Recruiters Astound Recruiters Astound Diversity, Equity, and inclusion Intern Program Astound Diversity, Equity, and inclusion Intern Program Astound Diversity, Equity, and inclusion Intern Program Astound Employees 7744/2025 Training Astound Employees 7744/2025 Training Astound Employees 7744/2025 Training Astound Employees 7745/2024-7744/2025 Astound Employees 7745/2024-77	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
Learning Allianco Career Days Astound Recruiters 05/21/20/50/70/20/25 Astound Recruiters of the National Sales Network, to attract of sales facility to the organization of the career opportunit Astound Design (author) Astound Diversity, Equity, and Inclusion Intern Program Astound DEL Team and People Leaders 57/27/025 - 7/14/20/25 Caudership Challenge Astound Program Astound Employees 7/15/20/24 - 7/14/20/25 Replacement Training Astound People Leaders 7/15/20/24 - 7/14/20/25 Replacement Training Astound People Leaders 7/15/20/24 - 7/14/20/25 Replacement Training Astound People Leaders 7/15/20/24 - 7/14/20/25 Replacement Training Astound Repople Leaders 7/15/20/24 - 7/14/20/25 Replacement Training Astound Employees 7/15/20/24 - 7	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
Learning Alliance Career Days Asbund Recruitlers and Examing Alliance's Career Discharting their students on telecommunication career opportunity and inclusion Intern Program Asbund Diversity, Equity, and Inclusion Intern Program Asbund Diversity, Equity, and Inclusion Intern Program Asbund Employees 77442025 Franciscope Training Asbund Employees 77442025 Asbund Employees 77452024 77142025 Real Engagement Process - Use the CARE Customer Engage Franciscope Training Asbund Employees 77452024 77142025 Real Engagement Process - Use the CARE Customer Engage Franciscope Training Asbund Employees 77452024 77142025 Real Engagement Process - Use the CARE Customer Engage Franciscope Training Asbund Employees 77452024 77142025 Real Engagement Process - Use the CARE Customer Engage Franciscope Training Asbund Employees 77452024 77142025 Real Engagement Process - Use the CARE Customer Engage Franciscope Training Asbund Employees 77452024 77142025 Real Engagement Process - Use the CARE Customer Engage Franciscope Training Asbund Employees 77452024 77142025 Real Engagement Process - Use the CARE Customer Engage Franciscope Training Asbund Employees 77452024 77142025 Real Engagement Process - Use the CARE Customer Engage Franciscope Training Asbund Employees 77452024 77142025 Real Engagement Process - Use the CARE Customer Engage Franciscope Training Asbund Employees 77452024 77142025 Real Engagement Process - Use the CARE Customer Engage Franciscope Training Asbund Employees 77452024 77142025 Real Engagement Process - Use the CARE Customer Engage Franciscope Training Asbund Employees 77452024 77142025 Real Engagement Process - Use the CARE Customer Engage Franciscope Training Asbund Employees 77452024 77142025 Real Engagement Process - Use the CARE Customer Engage Franciscope Training Asbund Employees 77452024 77142025 Real Engagement Process - Use the CARE Customer Engage Franciscope Training Asbund Employees 77452024 77142025 Real Engagement Process - Use th	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
Leadership Challenge Astound People Leaders 7724/2024 - 7725/2024 Leadership Gregopie leaders. Employee Training Actound Employees 7715/2024 - 7714/2025 Blusiness Solutions: Actound VH-FI Pro Launch 2025 - Sales Employee Training Actound Employees 7715/2024 - 7714/2025 Blusiness Solutions: Actound VH-FI Pro Launch 2025 - Sales Employee Training Actound Employees 7715/2024 - 7714/2025 Blusiness Solutions: Actound VH-FI Pro Launch 2025 - Sales Employee Training Actound Employees 7715/2024 - 7714/2025 Blusiness Solutions: Enterprise and GEMS Accounts Ownership Guidelines 1				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
Employee Training Astound Employees 71752024 - 7114/2025 Reployee Training Astound People Leaders 71752024 - 7114/2025 Reployee Training Astound Reployees 71752024 - 7114/2025 Reployee Training Astound Reployees 71752024 - 7114/2025 Reployee Training Astound Employees 71752024 - 7114/2025 Reployee Training Astound Reployees 71752024 - 7114/2025 Reployee Training Astound Replo	Astound Diversity, Equity, and Inclusion Intern Program	Astound DEI Team and People Leaders		Astound Intern program focused on providing college students intern opportunities in the MVPD industry.
Employee Training Astound Employees 7115/2024 - 7114/2025 Inclusion & Belorging in the Workplace [EE] Employee Training Astound Employees 7115/2024 - 7114/2025 Inclusion & Belorging in the Workplace [EE] Employee Training Astound Employees 7115/2024 - 7114/2025 Business Stotions: Enterprise and GEMS Accounts Ownership Control of the Property of the	Leadership Challenge			
Employee Training Astound Employees 7715/2024 - 7714/2025 Business Solutions: Enterprise and GEMS Accounts Ownership Actional Employees 7715/2024 - 7714/2025 Business Solutions: Enterprise and GEMS Accounts Ownership Actional Employees 7715/2024 - 7714/2025 Business Solutions: Enterprise and GEMS Accounts Ownership Actional Employees 7715/2024 - 7714/2025 Guidelines 7715/2024 - 7714/2025 Business Solutions: Enterprise and GEMS Accounts Ownership Actional Employees 7715/2024 - 7714/2025 Business Solutions: Enterprise and GEMS Accounts Ownership Actional Employees 7715/2024 - 7714/2025 Business Solutions: Enterprise and GEMS Accounts Ownership Actional Employees 7715/2024 - 7714/2025 Business Solutions: Enterprise and GEMS Accounts Ownership Actional Employees 7715/2024 - 7714/2025 Business Solutions: Enterprise and GEMS Accounts Ownership Actional Employees 7715/2024 - 7714/2025 Business Solutions: Enterprise and Mark Actional Employees 7715/2024 - 7714/2025 Business Solutions: Enterprise and Mark Actional Employees 7715/2024 - 7714/2025 Business Solutions: Enterprise and Mark Actional Employees 7715/2024 - 7714/2025 Business Solutions: Enterprise and Mark Actional Employees 7715/2024 - 7714/2025 Business Solutions: Enterprise and California Actional Employees 7715/2024 - 7714/2025 Business Solutions: Enterprise and California Actional Employees 7715/2024 - 7714/2025 Business Solutions: Enterprise and California Employees 7715/2024 - 7714/2025 Business Solutions: Enterprise Actional Employees 7715/2024 - 7714/2025 Business Solutions: Enterprise Actional Employees 7715/2024 - 7714/2025 Business Solutions: Enterprise Actional Employees Training Actional Employees 7715/2024 - 7714/2025 Business Solutions: Enterprise Actional Employees Training Actional Employees Training Actional Employees 7715/2024 - 7714/2025 Business Solutions: Enterprise Actional Employees Training Actional People Leaders 7715/2024 - 7714/2025 Business Solutions: Enterprise Actional Employees Principle Actional People Leaders 7715/2024 - 7714/2				
Employee Training Astound Employees 7/15/2024 - 7/14/2025 Englovee Training Astound Employees 7/15/2024 - 7/14/2025 ELAD NOW Effective Communication Employee Training Astound People Leaders 7/15/2024 - 7/14/2025 ELAD NOW Effective Communication Employee Training Astound People Leaders 7/15/2024 - 7/14/2025 ELadership Core: Busy Being Busy Employee Training Astound People Leaders 7/15/2024 - 7/14/2025 ELadership Core: Improving Self-Awareness Employee Training Astound Employees 7/15/2024 - 7/14/2025 Employee Training Astound People Leaders 7/15/2024 - 7/14/2025 Employee Training Astound Employees 7/15/2024 - 7/14/2025 Employee Training Astound Employ	Employee Training	Astound Employees	7/15/2024 - 7/14/2025	Retail Engagement Process - Use the CARE Customer Engagement Flow
Employee Training Astound Employees 7715/2024 - 7714/2025 LEAD NOW Effective Communication Employee Training Astound People Leaders 7715/2024 - 7714/2025 Leadership Core: Busy Being Busy Employee Training Astound People Leaders 7715/2024 - 7714/2025 Leadership Core: Improving Self-Awareness Employee Training Astound Employees 7715/2024 - 7714/2025 An evo an AIV: Inclusion Microlearning Employee Training Astound Employees 7715/2024 - 7714/2025 An evo an AIV: Inclusion Microlearning Employee Training Astound Employees 7715/2024 - 7714/2025 An evo an AIV: Inclusion Microlearning Employee Training Astound Employees 7715/2024 - 7714/2025 Be an AIV Not a Bystander Employee Training Astound Employees 7715/2024 - 7714/2025 Be an AIV Not a Bystander Employee Training Astound Employees 7715/2024 - 7714/2025 Be an AIV Not a Bystander Employee Training Astound Employees 7715/2024 - 7714/2025 Be an AIV Not a Bystander Employee Training Astound Employees 7715/2024 - 7714/2025 Intentional Inclusion Microlearning Employee Training Astound Employees 7715/2024 - 7714/2025 Intentional Inclusion Force Intentional Employees 7715/2024 - 7714/2025 Intentional Inclusion Force Intentional Employees 7715/2024 - 7714/2025 Managing Bias: Leaders Employee Training Astound Employees 7715/2024 - 7714/2025 Have Conduct an Effectively Employee Training Astound People Leaders 7715/2024 - 7714/2025 How to Conduct an Effective Interview Employee Training Astound People Leaders 7715/2024 - 7714/2025 Leadership Core: Be Where the Decisions are Made Employee Training Astound People Leaders 7715/2024 - 7714/2025 Leadership Core: Be Where the Decisions are Made Employee Training Astound People Leaders 7715/2024 - 7714/2025 Leadership Core: Be Where the Decisions are Made Employee Training Astound People Leaders 7715/2024 - 7714/2025 Leadership Core: Delivering Bad News Employee Training Astound People Leaders 7715/2024 - 7714/2025 Leadership Core: Delivering Bad News Employee Training Astound People Leaders 7715/2024 - 7714/2025 Leadership Core: Deliv	Employee Training	Astound Employees	7/15/2024 - 7/14/2025	Inclusion & Belonging in the Workplace [EE]
Employee Training Astound People Leaders 7715/2024 - 7114/2025 Leadership Core: Busy Being Busy Employee Training Astound People Leaders 7715/2024 - 7114/2025 Leadership Core: Improving Self-Awareness Employee Training Astound Employees 7715/2024 - 7114/2025 Are You an Ally? - Inclusion Microlearning Employee Training Astound Employees 7715/2024 - 7114/2025 Be an Ally Not a Bystander Employee Training Astound Employees 7715/2024 - 7114/2025 Benefits of Diversity for Everyone - Inclusion Microlearning Employee Training Astound Employees 7715/2024 - 7114/2025 Benefits of Diversity for Everyone - Inclusion Microlearning Employee Training Astound Employees 7715/2024 - 7114/2025 Benefits of Diversity for Everyone - Inclusion Microlearning Employee Training Astound Employees 7715/2024 - 7114/2025 Intentional Inclusion - Inclusion Microlearning Employee Training Astound Employees 7715/2024 - 7114/2025 Intentional Inclusion - Inclusion Microlearning Employee Training Astound People Leaders 7715/2024 - 7114/2025 Intentional Inclusion - Inclusion Microlearning Employee Training Astound People Leaders 7715/2024 - 7114/2025 Intentional Inclusion - Inclusion Microlearning Employee Training Astound Employees 7715/2024 - 7114/2025 Intentional Inclusion - Microlearning Employee Training Astound Employees 7715/2024 - 7114/2025 Intentional Inclusion - Microlearning Employee Training Astound Employees 7715/2024 - 7114/2025 Intentional Employee Training Astound Employees 7715/2024 - 7114/2025 Intentional Employee Training Astound People Leaders 7715/2024 - 7114/2025 Intentional Employee Training Astound People Leaders 7715/2024 - 7114/2025 Intentional Employee Training Astound People Leaders 7715/2024 - 7114/2025 Intentional Employee Training Astound People Leaders 7715/2024 - 7114/2025 Intentional Employee Training Astound People Leaders 7715/2024 - 7114/2025 Intentional Employee Training Astound People Leaders 7715/2024 - 7114/2025 Intentional Employee Training Astound Employees 7715/2024 - 7114/2025 Intentional Employee Trainin	Employee Training	Astound Employees	7/15/2024 - 7/14/2025	Business Solutions: Enterprise and GEMS Accounts Ownership Guidelines
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Employee Training Astound Employees 7/15/2024 - 7/14/2025 The Closers - Sales Game				