

RCN Telecom Services (Lehigh) LLC. dba Astound
EEO Public File Report
Employment Unit ID # 11838
FCC Year July 15, 2024 through July 14, 2025

Total # of Full-Time Vacancies Filled During Period: 18

Total # People Interviewed for Full-Time Vacancies During Period: 139

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
ACCOU008676	Accounts Payable Coordinator I or II	Indeed	1	0
		Astound Broadband Website - Careers Page	1	1
ADVAN008604	Advanced Services Consultant	LinkedIn	1	0
		Social Media (Twitter, Facebook, Instagram)	1	0
		Indeed	2	1
		Appcast	2	0
		Astound Broadband Website - Careers Page	2	0
		Astound Broadband Internal Posting	2	0
ASSOC008345	Associate Strategic Account Manager	Employee Referral	2	1
		Professional/Business Referral	1	0
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	1	0
BUSIN008236	Business Development Senior Manager - Data Centers	Employee Referral	4	1
		Former Employee	1	0
		Astound Broadband Website - Careers Page	1	0
CARRI008156	Carrier Sales Manager	Employee Referral	1	1
		Astound Broadband Website - Careers Page	1	0
		LinkedIn	2	0
CARRI008539	Carrier Sales Manager	Employee Referral	1	0
		LinkedIn	5	1
		Appcast	2	0
		Astound Broadband Website - Careers Page	3	0
		Astound Broadband Internal Posting	2	0
DIGIT008203	Digital Paid Media Project Manager	3rd Party Agency	2	1
		Appcast	1	0
EMAIL008348	Email Marketing Coordinator	LinkedIn	3	0
		State Job Board	1	0
		ZipRecruiter	3	0
		Indeed	2	0
		NSN	1	0
		Indeed	1	1
MANAG008649	Email Marketing Operations Manager	Employee Referral	1	0
		LinkedIn	1	0
		ZipRecruiter	2	0
		Indeed	3	1
		Appcast	2	0
MARKE007851	Marketing Data Analytics Manager	Employee Referral	1	0
		LinkedIn	5	0
		Glassdoor	1	0
		ZipRecruiter	3	0
		Indeed	1	0
		Appcast	6	1
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	1	0
		Lensa	1	0
PRODU008561	Producer Digital Marketing	Employee Referral	1	1
		LinkedIn	7	0
		Indeed	2	0
		Appcast	2	0
SENIO007955	Senior Manager, Email Marketing Programs	3rd Party Agency	4	0
		Appcast	4	1
SENIO008218	Senior Financial Analyst I	3rd Party Agency	2	1
		Employee Referral	1	0
		LinkedIn	0	0
		Indeed	0	0
		Astound Broadband Website - Careers Page	1	0
SENIO008552	Senior Manager, Accounting	Former Employee	1	1
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	1	0
SRACC008710	Sr. Accountant I	3rd Party Agency	1	1
		Internal Website	1	0
TALEN008805	Talent Acquisition Coordinator	LinkedIn	2	0
		Indeed	5	1
VICEP008706	Vice President, Employee Experience	3rd Party Agency	0	0
		Billboard	0	0
		Careerbuilder	0	0
		Employee Referral	0	0
		Former Employee	0	0
		LinkedIn	8	1
		Professional Job Board	0	0
		Professional/Business Referral	1	0
		Glassdoor	0	0
		Professional Diversity Network	0	0
		ZipRecruiter	0	0
		Indeed	0	0

		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	2	0
VICEP008708	Vice President, Total Rewards	3rd Party Agency	0	0
		Employee Referral	1	1
		LinkedIn	6	0
		Professional/Business Referral	0	0
		ZipRecruiter	0	0
		Facebook	0	0
		Indeed	1	0
		Appcast	0	0
		Astound Broadband Website - Careers Page	0	0
		CollegeRecruiter	0	0
		Diversity Website	1	0
Grand Total			139	18

RCN Telecom Services (Lehigh) LLC. dba Astound
FCC Annual Report
Employment Unit ID # 11838
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
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
Creative Circle- Agency	Alexa Kornemann AKornemann@creativecircle.com	1099 14th Street NW, Suite 860, Washington, DC 20005	202-827-2207	No
Green Key Resources	Zachary Rosen zrosen@greenkeyllc.com	136 Madison Ave, 7th Floor, New York, NY 10016	973-941-0104	No
Robert Half- Agency	Linda Nguyen Linda.Nguyen@roberthalf.com Joseph Imbesi Joseph.Imbesi@roberthalf.com Rafi Azami rafi.azami@roberthalf.com	1401 I Street NW, Washington, DC 20005	202-998-8422 609.905.1163	No
People Solved- Agency	Thalia Marquez thalia.marquez@peoplesolved.com	PO BOX 2626, Allen, TX 75013	416-347-8052	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
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
Talroo	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, AILGBTJobs.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, via diversityjobs.com, and distributes all job opportunities to local organizations that support a diverse set of community members.

RCN Telecom Services (Lehigh) LLC, dba Astound
Employment Unit ID 11838
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 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	05/21/2025 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.
Astound Info Session - Emma Bowen Foundation	Astound DEI Team	3/13/2025	The virtual info session was primarily held to provide detailed information to Emma Bowen students, about the Astound Internship Program, including its structure, application process, and opportunities for growth and development within the company.
Astound Info Session - T Howard Foundation	Astound DEI Team	3/27/2025	The virtual info session was primarily held to provide detailed information to T Howard students, about the Astound Internship Program, including its structure, application process, and opportunities for growth and development within the company.
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.
Diversity and Inclusion in the Workplace Employee Training Program	Astound Employees	11/20/2024 - 12/20/2024	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.
Labor Relations Awareness Employee Training Program	Astound Employees	02/24/2025 - 03/12/2025	Training about how organization's leadership can positively influence the workplace, recognizing employees' rights and helping to prevent issues.
Promoting Fairness in the Workplace Employee Training Program	Astound Employees	3/24/2025	Introduces the topic of unconscious biases: what they are, how they're formed, what they can look like and most importantly - how to identify and prevent them from affecting important workplace decisions.
1.2 Communicating Effectively	Astound Employees	7/15/2025 - 7/14/2025	Training offered to all employees to improve communication skills.
Are You an Ally? Inclusion Microlearning	Astound Employees	7/15/2025 - 7/14/2025	Training on creating an inclusive workplace for all employees.
Be an Ally Not a Bystander	Astound Employees	7/15/2025 - 7/14/2025	Training on creating an inclusive workplace for all employees, and knowing when to speak up if something does not seem right.
Benefits of Diversity for Everyone	Astound Employees	7/15/2025 - 7/14/2025	Training on creating a diverse workplace and its benefits for all employees and the organization.
How to Conduct an Effective Interview	Astound People Leaders	7/15/2025 - 7/14/2025	Training geared at improving people leaders' skills on how to conduct effective interviews, including effectively assessing candidates.
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.
Workplace Harrassment Prevention for Managers	Astound People Leaders	7/15/2025 - 7/14/2025	Guides Astound Managers on how to prevent, identify and resolve workplace harrassment in the workplace.
Workplace Violence Prevention Plan Training	All Employees	7/15/2025 - 7/14/2025	Training aimed at educating employees on how to prevent and spot potential violence in the workplace, as well as what actions to take in such situations.