

Wave Division Holdings, LLC. dba Astound  
EEO Public File Report  
Employment Unit ID 7677  
FCC Year July 15, 2024 through July 14, 2025

Total # of Full-Time Vacancies Filled During Period: 34

Total # People Interviewed for Full-Time Vacancies During Period: 233

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
ACCOU008127	Account Executive	3rd Party Agency	4	1
		Indeed	1	0
		Appcast	1	0
		Astound Broadband Website - Careers Page	1	0
ACCOU008540	Account Executive	3rd Party Agency	1	1
		Astound Broadband Website - Careers Page	2	0
ACCOU008769	Account Executive	Employee Referral	1	1
		Astound Broadband Website - Careers Page	2	0
BROAD008239	Broadband Dispatcher I	Employee Referral	1	0
		ZipRecruiter	2	0
		Indeed	1	0
		Appcast	18	1
		Astound Broadband Website - Careers Page	1	0
BROAD008487	Broadband Dispatcher II	3rd Party Agency	1	0
		LinkedIn	0	0
		Indeed	1	0
		Appcast	0	0
		Astound Broadband Website - Careers Page	1	1
BROAD008488	Broadband Dispatcher I	3rd Party Agency	1	1
		Employee Referral	0	0
		LinkedIn	0	0
		Indeed	0	0
		Appcast	0	0
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	1	0
CHANN008564	Channel Partner Relations Manager	Employee Referral	2	0
		LinkedIn	3	0
		Indeed	2	0
		Astound Broadband Website - Careers Page	1	1
CUSTO008329	Customer Success Technical Support Associate I	Employee Referral	1	0
		Indeed	5	1
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	1	0
DIREC008576	Direct Sales Representative- MDU	Employee Referral	1	1
		Appcast	9	0
		Astound Broadband Website - Careers Page	2	0
DIREC008577	Direct Sales Representative- MDU	Former Employee	1	1
		Appcast	9	0
		Astound Broadband Website - Careers Page	1	0
ENTER008135	Enterprise Account Executive	Word of Mouth	1	0
		Indeed	1	1
ENTER008229	Enterprise Account Executive	Word of Mouth	1	1
		Appcast	1	0
ENTER008422	Enterprise Account Executive	3rd Party Agency	3	1
		Professional/Business Referral	1	0
		Indeed	2	0
		Appcast	4	0
		Astound Broadband Website - Careers Page	1	0
FIBER008104	Fiber Splicing Technician I	Indeed	1	0
		Appcast	1	1
FIELD008004	Field Deployment Technician I	Employee Referral	1	0
		LinkedIn	2	1
		Appcast	2	0
		Astound Broadband Internal Posting	1	0
FIELD008290	Field Deployment Technician I	LinkedIn	1	1
		Appcast	1	0
FIELD008467	Field Deployment Technician I	Indeed	2	0
		Astound Broadband Website - Careers Page	1	1
FIELD008622	Field Deployment Technician II	Indeed	3	1
FIELD008623	Field Deployment Technician I	Employee Referral	2	1
		Indeed	1	0
		Appcast	1	0
HRGEN008601	HR Generalist	Employee Referral	1	1
		Employee Referral	1	0
		LinkedIn	4	0
		Indeed	9	0
IMPLE008559	Implementation Project Manager III	Employee Referral	1	1
		Indeed	1	0
		Astound Broadband Website - Careers Page	1	0
LEADT008225	Lead III, Telecom Construction	LinkedIn	1	0
		ZipRecruiter	1	1
		Indeed	1	0

MANAG008130	Manager, Wireless Access	LinkedIn	3	0
		Indeed	4	1
		Astound Broadband Website - Careers Page	2	0
NETWO008360	Network Support Technician I	Employee Referral	1	0
		ZipRecruiter	2	0
		Indeed	4	0
		Appcast	5	1
		Astound Broadband Website - Careers Page	1	0
NETWO008428	Network Support Technician I	ZipRecruiter	1	1
		Astound Broadband Website - Careers Page	1	0
RETAI008098	Retail Sales Representative II	Employee Referral	1	0
		Appcast	4	0
		Astound Broadband Website - Careers Page	9	1
SENIO008171	Senior Strategic Account Manager	Employee Referral	1	1
SENIO008217	Senior Strategic Account Executive	ZipRecruiter	1	0
		3rd Party Agency	1	0
SENIO008299	Senior Recruiter	LinkedIn	1	1
		Word of Mouth	1	0
		ZipRecruiter	1	1
		Indeed	19	0
		Astound Broadband Internal Posting	1	0
TECHN008131	Technical Administrative Coordinator	Employee Referral	1	1
		State Job Board	1	0
		Appcast	1	0
		Astound Broadband Internal Posting	1	0
TELEC008145	Telecom Project Coordinator	Indeed	4	1
		Appcast	4	0
VOICE008547	Voice Account Manager	Indeed	1	0
		Appcast	2	1
WHOLE008545	Wholesale Offer Manager	Employee Referral	3	1
		LinkedIn	5	0
FACIL008043	Facilities Coordinator	Monster	1	1
		Astound Broadband Internal Posting	2	0
		Indeed	5	0
		Appcast	1	0
Grand Total			233	34

Wave Division Holdings, LLC. dba Astound  
FCC Annual Report  
Employment Unit ID 7677  
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, WI 53202	800.984.3775	No
*All Astound vacancy opportunities are distributed by our external partner, Circa on the following diverse job boards : AfricanAmericanHires.com, AAILGBTJobs.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 78731	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, NJ 08540	428.287.7698	No
Employee Referral Program	Lisa Thurmon Lisa.Thurmon@Astound.com	650 College Rd East, Suite 3100, Princeton, NJ 08540	428.287.7698	No
Astound Internal Job Posting	Lisa Thurmon Lisa.Thurmon@Astound.com	650 College Rd East, Suite 3100, Princeton, NJ 08540	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, NJ 08540	(210) 632-3065	No
People Solved- Agency	Sheila Zandi shaila.zandi@peoplesolved.com	PO BOX 2626, Allen, TX 75013	416-347-8052	No
Insight Global- Agency	Ashley Wadsworth ashley.wadsworth@insightglobal.com	2100 McKinney Ave #1400, Dallas, TX 75201	360-924-1733	No
Company Vehicle Advertisement	Jessica Broadbent jessica.broadbent@astound.com	650 College Rd East, Suite 3100, Princeton, NJ 08540	428.287.7698	No

**Wave Division Holdings, LLC. Dba Astound**  
**Employment Unit ID 7677**  
**FCC General Recruitment Report - 76.1702(b)(3)**  
**July 15, 2024 through July 14, 2025**

Outreach Efforts	Participants	Date	Description
Sugar Pearl Dessert Sponsorship	Astound Employees	6/26/2025	Astound Broadband participated in this community wide event to expand our candidate pool and outreach efforts
JCHBA Home Show	Astound Employees	3/1/2025	Astound Broadband participated in this community wide event to expand our candidate pool and outreach efforts
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
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
Leadership Focus Newsletter	Astound People Leaders	7/15/2024 - 7/14/2025	Monthly newsletter delivered to people leaders with a variety 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