

Wave Division Holdings, LLC. dba Astound  
EEO Public File Report  
Employment Unit ID 12134  
FCC Year July 15, 2024 through July 14, 2025

Total # of Full-Time Vacancies Filled During Period: 5

Total # People Interviewed for Full-Time Vacancies During Period: 69

| Requisition Number | Posting Title                          | Source                                   | # Of Interviews | # of Hires |
|--------------------|--|--|-----------------|------------|
| ACCOU008326        | Account Executive                      | 3rd Party Agency                         | 1               | 0          |
|                    |  | Employee Referral                        | 1               | 0          |
|                    |  | LinkedIn                                 | 1               | 0          |
|                    |  | Indeed                                   | 7               | 0          |
|                    |  | Appcast                                  | 11              | 1          |
|                    |  | Astound Broadband Website - Careers Page | 1               | 0          |
| CONST008483        | Construction Technician I              | 3rd Party Agency                         | 1               | 0          |
|                    |  | ZipRecruiter                             | 1               | 0          |
|                    |  | Indeed                                   | 7               | 1          |
|                    |  | Astound Broadband Website - Careers Page | 1               | 0          |
|                    |  | Appcast                                  | 1               | 0          |
| DIREC008503        | Direct Sales Representative- Universal | Indeed                                   | 7               | 1          |
|                    |  | Appcast                                  | 9               | 0          |
| BROAD008331        | Broadband Technician Lead              | Indeed                                   | 3               | 1          |
|                    |  | Appcast                                  | 1               | 0          |
| RETAI008531        | Retail Sales Representative II         | Employee Referral                        | 1               | 0          |
|                    |  | Jobfair                                  | 1               | 0          |
|                    |  | Indeed                                   | 9               | 0          |
|                    |  | Appcast                                  | 3               | 1          |
|                    |  | Astound Broadband Website - Careers Page | 2               | 0          |
| Grand Total        |  |  | 69              | 5          |

Wave Division Holdings, LLC, dba Astound  
FCC Annual Report  
Employment Unit ID 12134  
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<br>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, AllGBTJobs.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<br>kylemurphy@indeed.com                   | 7501 N. Capital of Texas Hwy, Austin, TX 78731       | 512.485.1899   | No                        |
| LinkedIn   | Larry Gould<br>lgould@linkedin.com                     | 2029 Stierlin Ct, Mountain View, CA 94043            | 312.650.7673   | No                        |
| Astound Broadband Careers Web Page   | Lisa Thurmon<br>Lisa.Thurmon@Astound.com               | 650 College Rd East, Suite 3100, Princeton, NJ 08540 | 428.287.7698   | No                        |
| Employee Referral Program  | Lisa Thurmon<br>Lisa.Thurmon@Astound.com               | 650 College Rd East, Suite 3100, Princeton, NJ 08540 | 428.287.7698   | No                        |
| Astound Internal Job Posting   | Lisa Thurmon<br>Lisa.Thurmon@Astound.com               | 650 College Rd East, Suite 3100, Princeton, NJ 08540 | 428.287.7698   | No                        |
| Buyer  | Colleen Kelly<br>ckelly@buyerads.com                   | 175 Highland Ave, Needham, MA 02494                  | 857-404-0891   | No                        |
| Zip Recruiter  | Colleen Kelly<br>ckelly@buyerads.com                   | 175 Highland Ave, Needham, MA 02494                  | 857-404-0891   | No                        |
| Appcast  | Colleen Kelly<br>ckelly@buyerads.com                   | 175 Highland Ave, Needham, MA 02494                  | 857-404-0891   | No                        |
| Monster  | Colleen Kelly<br>ckelly@buyerads.com                   | 175 Highland Ave, Needham, MA 02494                  | 857-404-0891   | No                        |
| Talent   | Colleen Kelly<br>ckelly@buyerads.com                   | 175 Highland Ave, Needham, MA 02494                  | 857-404-0891   | No                        |
| Adzuna   | Colleen Kelly<br>ckelly@buyerads.com                   | 175 Highland Ave, Needham, MA 02494                  | 857-404-0891   | No                        |
| Talroo   | Colleen Kelly<br>ckelly@buyerads.com                   | 175 Highland Ave, Needham, MA 02494                  | 857-404-0891   | No                        |
| Cross Channel Advertising (TV Spot)  | Jessica Broadbent<br>jessica.broadbent@Astound.com     | 650 College Rd East, Suite 3100, Princeton, NJ 08540 | (210) 632-3065 | No                        |
| People Solved- Agency  | Sheila Zandi<br>shaila.zandi@peoplesolved.com          | PO BOX 2626, Allen, TX 75013                         | 416-347-8052   | No                        |
| Insight Global- Agency   | Ashley Wadsworth<br>ashley.wadsworth@insightglobal.com | 2100 McKinney Ave #1400, Dallas, TX 75201            | 360-924-1733   | No                        |
| Company Vehicle Advertisement  | Jessica Broadbent<br>jessica.broadbent@astound.com     | 650 College Rd East, Suite 3100, Princeton, NJ 08540 | 428.287.7698   | No                        |

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FCC General Recruitment Report 76.1702(b)(3)  
July 15, 2024 through July 14, 2025

| Outreach Efforts  | Participants                        | Date                     | Description   |
|---|-------------------------------------|--------------------------|---|
| Dixon May Fair  | Astound Employees                   | 05/09/2025 - 05/11/2025  | Astound participated in this community wide, multi-day event to expand our candidate pool and outreach efforts  |
| Winters Youth Day                                       | Astound Employees                   | 4/27/2025                | Astound 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<br>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.   |
| 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  |