

RCN Telecom Services (Lehigh) LLC. dba Astound
EEO Public File Report
Employment Unit ID # 11838
FCC Year July 15, 2025 through July 14, 2026

Total # of Full-Time Vacancies Filled During Period: 26

Total # People Interviewed for Full-Time Vacancies During Period: 223

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
ACCOU008866	Accounts Payable Coordinator I	Linkedin	3	0
		Indeed	4	1
ACCOU009088	Accounts Payable Coordinator II	Employee Referral	1	0
		Glassdoor	1	0
		ZipRecruiter	1	0
		Indeed	3	1
DIREC009153	Director, Compensation & Benefits	Employee Referral	1	1
		Linkedin	3	0
		Indeed	1	0
FINAN008865	Financial Analyst II	Careerbuilder	1	0
		Employee Referral	1	0
		Jobfair	1	0
		Linkedin	6	1
		Glassdoor	1	0
		ZipRecruiter	1	0
		Indeed	7	0
		Astound Broadband Website - Careers Page	3	0
FINAN009004	Financial Analyst II	Linkedin	3	0
		State Job Board	1	1
FINAN009019	Financial Analyst	3rd Party Agency	3	1
		Linkedin	2	0
		Indeed	1	0
FINAN009087	Financial Analyst	Indeed	2	1
		Astound Broadband Internal Posting	3	0
HRGEN009176	HR Generalist	Linkedin	3	1
		Indeed	2	0
		Appcast	5	0
NETWO008839	Network Support Technician I	3rd Party Agency	1	0
		Employee Referral	1	0
		Linkedin	1	0
		Word of Mouth	1	0
		ZipRecruiter	1	0
		Indeed	5	1
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	1	0
		CollegeRecruiter	1	0
SALES008842	Trainer and Curriculum Consultant	Lensa	1	0
		Linkedin	2	0
		ZipRecruiter	2	0
		Indeed	2	1
SENIO008685	Senior Accountant I	Appcast	2	0
		3rd Party Agency	1	0
		Linkedin	1	1
		Astound Broadband Internal Posting	4	0
SENIO008700	Director, Business Analytics	Astound Broadband Internal Posting	2	0
		Employee Referral	3	1
		Linkedin	1	0
		Indeed	1	0
		Astound Broadband Website - Careers Page	2	0
SENIO008998	Senior Solutions Engineer	Astound Broadband Internal Posting	1	0
		Careerbuilder	1	0
		Employee Referral	3	1
		Linkedin	2	0
		Professional/Business Referral	1	0
		Word of Mouth	1	0
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	2	0
SENIO009207	Senior Accountant I	Astound Broadband Internal Posting	3	0
		3rd Party Agency	1	1
VICEP008974	Vice President, Marketing Strategy	Linkedin	1	1
		Employee Referral	3	0
VICEP008975	Vice President, Sales Strategy	Linkedin	1	1
		Employee Referral	2	0
		Word of Mouth	1	0
		Astound Broadband Website - Careers Page	1	0
VPDIG008906	VP, Digital Marketing & Media Strategy	Astound Broadband Website - Careers Page	4	0
		Linkedin	1	1
JR-000237	Sr. Analyst, Digital Media	Professional/Business Referral	1	1
		Linkedin	8	1
		Glassdoor	1	0
		Facebook	1	0
		Indeed	2	0
		Astound Career Website	5	0

		Zip Recruiter	1	0
		Monster	1	0
JR-000405	Marketing Specialist	Employee Referral	1	0
		Current Worker	3	1
JR-000188	Senior Director, Wholesale and TSD Sa	Employee Referral	4	0
		Linkedin	3	1
		Astound Career Website	1	0
		Current Worker	2	0
		Agency	1	0
JR-000391	Analyst Channel Health	Indeed	1	0
		Appcast	1	0
		Astound Career Website	3	1
		Current Worker	1	0
		Other	1	0
		I know someone who works here	1	0
		Career Builder	1	0
		Agency	1	0
		Jobcase	1	0
		Monster	1	0
JR-000385	Acquisition Strategy Manager	Employee Referral	1	0
		Linkedin	1	0
		Indeed	4	1
		Astound Career Website	5	0
		Current Worker	3	0
		Job Fair	1	0
		Monster	1	0
JR-000543	Capex Financial Analyst	Linkedin	1	0
		Astound Career Website	1	0
		Agency	1	1
JR-000393	Field Sales Manager	Employee Referral	1	0
		Linkedin	1	0
		Astound Career Website	2	1
		Current Worker	3	0
DIREC008659	Director, Solutions Architecture	Employee Referral	3	1
		Linkedin	5	0
		Word of Mouth	1	0
		Indeed	1	0
		Astound Broadband Internal Posting	1	0
JR-000404	Marketing Specialist	Linkedin	2	0
		Indeed	1	0
		Astound Career Website	2	0
		Current Worker	3	1
		Other	1	0
		Employee Referral	1	0
Grand Total			223	26

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, 2025 through July 14, 2026

Source	Contact and Email	Address	Telephone	Entitled to Notifications
Astound Employee Referral	Lisa Thurmon Lisa.Thurmon@astound.com	650 College Rd East, Suite 3100, Princeton, NJ 08540	903-426-4628	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 Broadband Website - Careers Page	Lisa Thurmon Lisa.Thurmon@astound.com	650 College Rd East, Suite 3100, Princeton, NJ 08540	903-426-4628	No
LinkedIn	Scott Schmugar sschmugar@linkedin.com	1000 West Maude Avenue, Sunnyvale, CA	516-220-9497	No
Robert Half- Agency	Ryan Kurtz Ryan.Kurtz@roberthalf.com	1401 I Street NW, Washington, DC 20005	704-247-6532	No
Indeed	Kyle Murphy Kylemurphy@indeed.com	200 W 6th St, Floor 36, Austin, TX 78701	512-485-1899	No
Buyer	Corey McGinley cmcginley@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
ZipRecruiter	Corey McGinley cmcginley@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Appcast	Corey McGinley cmcginley@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Monster	Corey McGinley cmcginley@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Jobcase	Corey McGinley cmcginley@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, AllLGBTJobs.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, 2025 through July 14, 2026

Outreach Efforts	Participants	Date	Description
Astound Virtual Career Fair	Astound Talent Acquisition Team	3/25/2026	Astound organized and hosted a virtual career fair for all open positions to expand candidate pool.
Learning Alliance Career Days	Astound Talent Acquisition Team	4/22/2026	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 Virtual Career Fair	Astound Talent Acquisition Team	5/20/2026	Astound organized and hosted a virtual career fair for all open positions to expand candidate pool.
Astound Internship Program	Astound People Managers and HR Team	5/27/2025 - 8/15/2025	Astound Intern program focused on providing college students intern opportunities in the MVPD industry.
Communicating Effectively	Astound Employees	7/15/2025 - 7/14/2026	Training offered to all employees to improve communication skills.
How to Conduct an Effective Interview	Astound People Leaders	7/15/2025 - 7/14/2026	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 - 7/14/2026	Monthly newsletter delivered to people leaders with a variety of skill building opportunities and resources.
Workplace Harassment Prevention for Managers	Astound People Leaders	7/15/2025 - 7/14/2026	Guides Astound Managers on how to prevent, identify and resolve workplace harassment in the workplace.
Workplace Violence Prevention Plan Training	All Employees	7/15/2025 - 7/14/2026	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.
Astound Leadership Challenge Training	Astound People Leaders	9/9/2025 - 9/10/2025	In-person leadership training.
Labor Relations Awareness	Astound Employees	7/15/2025 - 7/14/2026	Training about how organization's leadership can positively influence the workplace, recognizing employees' rights and helping to prevent issues.