

RCN Telecom Services LLC. dba Astound
EEO Public File Report
Employment Unit ID # 11835
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: 189

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
DIREC008549	Direct Sales Representative- Residential	Indeed	2	0
		Appcast	23	1
		Astound Broadband Website - Careers Page	4	0
DIREC008817	Direct Sales Representative- Universal	Facebook	1	0
		Indeed	3	1
		Appcast	12	0
		Astound Broadband Website - Careers Page	1	0
DIREC009060	Direct Sales Representative- Residential	Appcast	1	0
		Astound Broadband Website - Careers Page	5	1
DIREC009061	Direct Sales Representative- Residential	Employee Referral	1	1
		Astound Broadband Website - Careers Page	1	0
DIREC009089	Direct Sales Representative- Universal	Billboard	2	0
		Careerbuilder	1	0
		Employee Referral	2	0
		Jobfair	1	0
		Linkedin	1	0
		Indeed	4	1
		Appcast	8	0
		Astound Broadband Website - Careers Page	1	0
DIREC009090	Direct Sales Representative- Universal	Indeed	1	0
		Appcast	5	1
DIREC009091	Direct Sales Representative- Universal	Jobfair	1	0
		Appcast	3	1
EMAIL008844	Email Marketing Coordinator	Linkedin	7	1
		ZipRecruiter	1	0
		Indeed	2	0
ENTER008890	Enterprise Account Manager	3rd Party Agency	1	1
		Employee Referral	1	0
		Linkedin	3	0
		Indeed	1	0
		Astound Broadband Website - Careers Page	4	0
		Astound Broadband Internal Posting	1	0
MASTE008894	Master Controller	Linkedin	2	0
		Indeed	3	0
		Appcast	1	1
		Astound Broadband Internal Posting	1	0
NOCTE009075	NOC Technician I	3rd Party Agency	1	1
		Indeed	2	0
NOCTE009076	NOC Technician II	Astound Broadband Website - Careers Page	1	0
		Employee Referral	1	1
SENIO008686	Senior Accountant I	3rd Party Agency	3	1
		Astound Broadband Internal Posting	2	0
JR-000413	Broadband Network Technician II	Billboard	0	0
		Employee Referral	1	0
		Linkedin	0	0
		Word of Mouth	0	0
		Indeed	0	0
		Appcast	0	0
		Astound Career Website	1	0
		Current Worker	1	0
		Other	0	0
		Job Alert from Astound	1	1
		Zip Recruiter	0	0
		I know someone who works here	0	0

		Agency	0	0
		Job Fair	0	0
		Instagram	0	0
JR-000192	NOC Technician I	Billboard	1	0
		Employee Referral	1	1
		Glassdoor	1	0
		Indeed	0	0
		Astound Career Website	0	0
		Current Worker	0	0
		Zip Recruiter	0	0
PRODU009223	Production Assistant	Employee Referral	2	0
		Astound Career Website	1	1
JR-000446	NOC Technician I	Employee Referral	1	1
		Linkedin	0	0
		Glassdoor	0	0
		Indeed	1	0
		Astound Career Website	0	0
		Zip Recruiter	1	0
		Career Builder	0	0
BUSIN009292	Business Development Manager	Indeed	2	1
		Astound Career Website	0	0
		Current Worker	1	0
		Zip Recruiter	0	0
JR-000409	Community Relations Manager I	Billboard	0	0
		Employee Referral	0	0
		Linkedin	0	0
		Word of Mouth	0	0
		Glassdoor	0	0
		Indeed	4	0
		Appcast	0	0
		Astound Career Website	4	0
		Current Worker	3	0
		Other	1	1
		Job Alert from Astound	0	0
		Zip Recruiter	0	0
		Career Builder	0	0
		Agency	0	0
		Adzuna	0	0
		My Astound Bill	0	0
		Simply Hired	0	0
		Google	0	0
DIREC009249	Direct Sales Representative- Residential	Indeed	2	0
		Astound Career Website	2	0
		Astound Careers Website	1	1
JR-000556	Enterprise Account Executive	Billboard	0	0
		Linkedin	0	0
		Glassdoor	0	0
		Indeed	0	0
		Appcast	0	0
		Astound Career Website	1	0
		Other	1	0
		Zip Recruiter	0	0
		Career Builder	0	0
		Agency	2	1
		Adzuna	0	0
		Google	0	0
ENTER009100	Enterprise Account Executive	Employee Referral	0	0
		Linkedin	0	0
		Indeed	1	0
		Astound Career Website	1	0
		Current Worker	0	0
		Other	0	0
		Agency	1	1

JR-000254	Direct Sales Representative	Billboard	0	0
		Employee Referral	1	1
		Linkedin	0	0
		Indeed	0	0
		Astound Career Website	2	0
		Zip Recruiter	3	0
		I know someone who works here	1	0
		Agency	0	0
		Job Fair	0	0
		Adzuna	2	0
		My Astound Bill	1	0
		Diversityjobs.com	0	0
		JR-000432	Network Support Technician I	Employee Referral
Linkedin	0			0
Glassdoor	0			0
Facebook	0			0
Indeed	1			0
Lensa	0			0
Astound Career Website	0			0
Current Worker	1			0
Other	0			0
Zip Recruiter	0			0
Monster	0			0
Career Builder	0			0
Agency	0			0
DIREC009276	Direct Sales Representative- Residential	Appcast	3	0
		Astound Career Website	4	1
NETWO009227	Network Support Technician I	Indeed	2	1
		Appcast	1	0
		Astound Broadband Website - Careers Page	2	0
Grand Total			189	26

RCN Telecom Services LLC. dba Astound
FCC Annual Report
Employment Unit ID # 11835
Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)
July 15, 2025 - July 14, 2026

Source	Contact and Email	Address	Telephone	Entitled to Notifications
Astound Website - Careers Page	Lisa Thurmon Lisa.Thurmon@Astound.com	650 College Rd East, Suite 3100 Princeton, NJ 08540	903-426-4628	No
Astound Employee Referral Program	Lisa Thurmon Lisa.Thurmon@Astound.com	650 College Rd East, Suite 3100 Princeton, NJ 08540	903-426-4628	No
Cross Channel Ads	Jessica Broadbent jessica.broadbent@Astound.com	650 College Rd East, Suite 3100 Princeton, NJ 08540	(210) 632-3065	No
Buyer/AppCast	Corey McGuinely cmcginley@buyerads.com	175 Highland Ave Needham, MA 02494	781-635-9398	No
Adzuna	Corey McGuinely cmcginley@buyerads.com	175 Highland Ave Needham, MA 02494	781-635-9398	No
Appcast Xcelerate	Corey McGuinely cmcginley@buyerads.com	175 Highland Ave Needham, MA 02494	781-635-9398	No
Bandana CPA	Corey McGuinely cmcginley@buyerads.com	175 Highland Ave Needham, MA 02494	781-635-9398	No
Indeed	Corey McGuinely cmcginley@buyerads.com	175 Highland Ave Needham, MA 02494	781-635-9398	No
Jobcase CPC	Corey McGuinely cmcginley@buyerads.com	175 Highland Ave Needham, MA 02494	781-635-9398	No
Jobget CPC	Corey McGuinely cmcginley@buyerads.com	175 Highland Ave Needham, MA 02494	781-635-9398	No
SonicJobs CPA	Corey McGuinely cmcginley@buyerads.com	175 Highland Ave Needham, MA 02494	781-635-9398	No
Talent	Corey McGuinely cmcginley@buyerads.com	175 Highland Ave Needham, MA 02494	781-635-9398	No
Talroo CPC	Corey McGuinely cmcginley@buyerads.com	175 Highland Ave Needham, MA 02494	781-635-9398	No
WhatJobs CPC	Corey McGuinely cmcginley@buyerads.com	175 Highland Ave Needham, MA 02494	781-635-9398	No
ZipRecruiter	Corey McGuinely cmcginley@buyerads.com	175 Highland Ave Needham, MA 02494	781-635-9398	No
GRATIS Agency	James Schreiber	1001 South Broad Street Suite 1117 Philadelphia, PA 19147	215-913-8332	No
People Solved- Agency	Thalia Marquez thalia.marquez@peoplesolved.com	PO BOX 2626, Allen, TX 75013	416-347-8052	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, LationJobs.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, and distributes all job opportunities to local organizations that support a diverse set of community members.

RCN Telecom Services LLC, dba Astound
Employment Unit ID 11835
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
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
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.
William Allen High School Football Game	Astound Sales Representatives	10/10/2025	Representatives from Astound set up a tent to promote products, services, and career opportunities
Louis E. Dieruff High School Football Game	Astound Sales Representatives	10/17/2025	Representatives from Astound set up a tent to promote products, services, and career opportunities
Easton Area High School Football Game	Astound Sales Representatives	10/17/2025	Representatives from Astound set up a tent to promote products, services, and career opportunities
Nazareth Fall Festival	Astound Sales Representatives	10/18/2025	Representatives from Astound set up a tent to promote products, services, and career opportunities
Astound Internship Program	Astound People Managers and HR Team	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.
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.
Astound Leadership Challenge Training	Astound People Leaders	9/9/2025-9/10/2025	In-person leadership training.