

RCN Telecom Services LLC. dba Astound
EEO Public File Report
Employment Unit ID # 11832
FCC Year July 15, 2025 through July 14, 2026

Total # of Full-Time Vacancies Filled During Period: 17
Total # People Interviewed for Full-Time Vacancies During Period: 118

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
DIREC009062	Direct Sales Representative- Residential	Employee Referral	1	0
		Former Employee	1	0
		Indeed	1	0
		Appcast	8	0
		Astound Broadband Website - Careers Page	1	1
DIREC009066	Direct Sales Representative- Residential	ZipRecruiter	1	1
		Appcast	2	0
		Astound Broadband Website - Careers Page	1	0
OUTSI008821	Direct Sales Representative- Universal	Employee Referral	1	1
		Appcast	7	0
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	1	0
DIREC009065	Direct Sales Representative- Residential	ZipRecruiter	1	0
		Appcast	2	1
DIREC009068 Residential Direct Sales Representative (Filled)	Residential Direct Sales Representative	Employee Referral	1	1
		Glassdoor	1	0
		ZipRecruiter	1	1
		Facebook	0	0
		Indeed	2	0
		Astound Career Website	0	0
		Other	0	0
		I know someone who works here	1	0
		Astound Careers Website	2	0
		3rd Party Agency	1	0
JR-000396 Senior Director, Sales Channels (Filled)	Senior Director, Sales Channels	Employee Referral	1	0
		Linkedin	0	0
		Word of Mouth	0	0
		Indeed	0	0
		Astound Career Website	1	0
		Other	1	0
		Zip Recruiter	0	0
		I know someone who works here	1	1
BUSIN009293 Business Development Manager (Filled)	Business Development Manager	Billboard	0	0
		Linkedin	0	0
		Word of Mouth	1	0
		Indeed	0	0
		Astound Career Website	3	1
		Zip Recruiter	0	0
		Career Builder	0	0
		Jobcase	0	0
		Adzuna	0	0
BROAD008770 Broadband Network Technician I (Filled)	Broadband Network Technician I	Billboard	0	0
		Employee Referral	1	0
		Linkedin	0	0
		Glassdoor	0	0
		Facebook	0	0
		Indeed	1	0
		Astound Career Website	1	1
		Other	0	0
		Job Alert from Astound	0	0
		Zip Recruiter	0	0
		I know someone who works here	1	0
		Career Builder	1	0
		Agency	0	0
DIREC009300 Direct Sales Representative	DIREC009300 Direct Sales Representative	Employee Referral	0	0
		Indeed	2	1
		Astound Careers Website	0	0
		Appcast	0	0
JR-000398 Manager, Strategic Programs (Filled)	Manager, Strategic Programs	Billboard	0	0
		Employee Referral	2	0
		Linkedin	3	0
		Word of Mouth	0	0
		Glassdoor	0	0
		Indeed	0	0
		Appcast	0	0
		Lensa	0	0
		Astound Career Website	5	0
		Current Worker	1	0
		Other	2	0
		Job Alert from Astound	0	0
		Zip Recruiter	2	0
		I know someone who works here	0	0
		Career Builder	0	0
		Jobcase	2	1
		Job Fair	0	0
MANAG009139 Manager, Broadband Network Technician (Filled)	Manager, Broadband Network Technician	Billboard	0	0
		Linkedin	0	0
		Glassdoor	0	0
		Indeed	1	0
		Lensa	0	0
		Astound Career Website	0	0
		Other	1	1
		Job Alert from Astound	0	0
		Zip Recruiter	1	0

		Career Builder	0	0
		Adzuna	0	0
JR-000185 Enterprise Account Executive (Filled)	Enterprise Account Executive	Linkedin	0	0
		Indeed	0	0
		Agency	1	1
SUPER008979 Supervisor, Customer Operations (Filled)	Supervisor, Customer Operations	Billboard	0	0
		Employee Referral	0	0
		Linkedin	0	0
		Professional/Business Referral	1	0
		Glassdoor	0	0
		Indeed	3	0
		Appcast	1	0
		Astound Broadband Internal Posting	2	0
		Lensa	0	0
		Astound Career Website	0	0
		Other	1	0
		Zip Recruiter	2	1
		Adzuna	0	0
DIREC009065- Direct Sales Representative	Direct Sales Representative	ZipRecruiter	5	0
		Indeed	1	0
		Appcast	9	0
		Astound Career Website	1	1
JR-000404 Marketing Specialist (Filled)	Marketing Specialist	Billboard	0	0
		Employee Referral	0	0
		Linkedin	2	0
		State Job Board	0	0
		Word of Mouth	0	0
		Glassdoor	0	0
		Indeed	1	0
		Astound Career Website	2	0
		Current Worker	3	1
		Other	1	0
		Zip Recruiter	0	0
		Agency	0	0
		(blank)	1	0
JR-000217 Direct Sales Representative	Direct Sales Representative	Billboard	0	0
		Linkedin	1	0
		Glassdoor	0	0
		Facebook	0	0
		Indeed	2	0
		Astound Career Website	1	1
		Other	0	0
		Job Alert from Astound	1	0
		Zip Recruiter	1	0
		Agency	0	0
		Adzuna	2	0
		Instagram	0	0
Grand Total			118	17

RCN Telecom Services LLC. dba Astound
FCC Annual Report
Employment Unit ID # 11832
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
GRATIS Agency	James Schreiber	1001 South Broad Street Suite 1117 Philadelphia, PA 19147	215-913-8332	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 CPA	Corey McGuinely cmcginley@buyerads.com	175 Highland Ave Needham, MA 02494	781-635-9398	No
Adzuna CPC	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
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
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, AAILGBTJobs.com, AsianHires.com, VeteranJobs.net, DisabilityJobs.net, LatamJobs.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 11832
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.
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 harrassment 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.