

RCN Telecom Services LLC. dba Astound
EEO Public File Report
Employment Unit ID # 11831
FCC Year July 15, 2025 through July 14, 2026

Total # of Full-Time Vacancies Filled During Period: 32

Total # People Interviewed for Full-Time Vacancies During Period: 129

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
BROAD008828	Broadband Technician III	Indeed	3	0
		Appcast	1	0
		Astound Broadband Website - Careers Page	2	1
BROAD008961	Broadband Network Technician I	Indeed	2	0
		Appcast	3	1
		Astound Broadband Website - Careers Page	3	0
BUSIN009099	Business Account Executive	Professional/Business Referral	1	1
		Appcast	1	0
DIREC008987	Direct Sales Representative- Residential	Employee Referral	1	1
		Appcast	2	0
DIREC009052	Direct Sales Representative- Residential	Indeed	1	1
		Appcast	1	0
DIREC009168	Direct Sales Representative- Universal	Employee Referral	1	1
		Astound Broadband Website - Careers Page	1	0
DIREC009169	Direct Sales Representative- Universal	Employee Referral	1	1
		Appcast	1	1
ENTER008959	Enterprise Account Executive	3rd Party Agency	3	0
		Employee Referral	1	1
		Astound Broadband Website - Careers Page	1	0
FRONT008826	Front Counter Representative	Former Employee	1	0
		Appcast	9	1
SENIO009048	Senior Enterprise Account Executive	3rd Party Agency	1	1
		Employee Referral	1	0
		Linkedin	1	0
		Appcast	1	0
STRAT008858	Strategic Account Executive - GEMS	3rd Party Agency	3	1
JR-000524	Data Analyst	Billboard	0	0
		Employee Referral	1	0
		Linkedin	0	0
		State Job Board	0	0
		Word of Mouth	0	0
		Glassdoor	1	0
		Facebook	0	0
		Indeed	0	0
		Appcast	0	0
		Lensa	0	0
		Astound Career Website	4	1
		Current Worker	1	0
		Other	1	0
		Job Alert from Astound	0	0
		Zip Recruiter	0	0
		Career Builder	0	0
		Agency	1	0
		Jobcase	1	0
		Job Fair	0	0
		Adzuna	0	0
ACCOU009229	Account Executive	3rd Party Agency	1	1
		Indeed	2	0
JR-000263	Broadband Technician III	Billboard	0	0
		Employee Referral	1	1
		Linkedin	0	0
		Glassdoor	0	0
		Indeed	1	0
		Appcast	0	0
		Astound Career Website	0	0
		Other	0	0
		Zip Recruiter	0	0
		Career Builder	0	0
		Agency	0	0
		Adzuna	0	0
JR-000483	Retail Sales Representative I	Linkedin	0	0
		Glassdoor	0	0
		Indeed	0	0
		Lensa	0	0
		Astound Career Website	1	1
		Other	1	0
		Jobcase	0	0
JR-000562	Broadband Network Technician I	Adzuna	0	0
		Linkedin	1	0

		Glassdoor	0	0
		Indeed	0	0
		I know someone who works here	1	1
		Career Builder	0	0
SALES009162	Sales Engineer	Glassdoor	0	0
		Indeed	1	0
		Agency	1	1
BROAD009179	Broadband Technician I	Employee Referral	2	0
		Indeed	0	0
		Astound Career Website	0	0
		Other	0	0
		Zip Recruiter	1	1
		Job Fair	0	0
DIREC009288	DIREC009288-Direct Sales Representative- Universal	Indeed	2	1
DIREC009230	DIREC009230 Direct Sales Representative- Universal	Zip Recruiter	1	1
		Appcast Indeed	1	0
		Appcast Zip Recruiter	1	0
		Astound Career Website	1	0
DIREC009289	DIREC009289 Direct Sales Representative- Universal	Employee Referral	1	0
		Linkedin	1	1
		Indeed	0	0
		Other	0	0
		Zip Recruiter	0	0
		I know someone who works here	1	0
		Monster	0	0
		Career Builder	0	0
		Jobcase	1	0
JR-000266	Retail Sales Representative I	Indeed	1	1
		Zip Recruiter	1	0
JR-000422	Enterprise Account Manager	Billboard	0	0
		Employee Referral	1	0
		Linkedin	0	0
		Word of Mouth	0	0
		Glassdoor	0	0
		Indeed	0	0
		Astound Career Website	1	0
		Other	0	0
		Career Builder	0	0
		Agency	4	1
		Adzuna	0	0
JR-000164	Broadband Network Technician II	Linkedin	0	0
		Glassdoor	0	0
		Indeed	2	1
		Zip Recruiter	0	0
		Career Builder	0	0
		Job Fair	0	0
JR-000561	Broadband Technician III	Employee Referral	0	0
		Indeed	1	0
		Astound Career Website	1	1
		Zip Recruiter	0	0
		Agency	0	0
JR-000587	Account Executive	Linkedin	0	0
		Indeed	0	0
		Astound Career Website	1	0
		Other	0	0
		Zip Recruiter	0	0
		Agency	1	1
		Adzuna	0	0
DIREC009264	Direct Sales Representative	Billboard	0	0
		Employee Referral	0	0
		Linkedin	1	0
		Glassdoor	1	0
		Facebook	0	0
		Indeed	1	0
		Appcast	1	0
		Astound Career Website	0	0
		Other	3	0
		Zip Recruiter	1	0
		I know someone who works here	0	0
		Agency	1	1
		Adzuna	2	0
JR-000128	Business Development Manager I, II, or III	Billboard	0	0
		Linkedin	0	0
		Glassdoor	0	0
		Indeed	2	0
		Lensa	0	0
		Astound Career Website	1	0
		Other	1	1
		Job Alert from Astound	0	0
		Zip Recruiter	0	0
		Career Builder	0	0
		Agency	0	0

		Jobcase	0	0
JR-000477	Direct Sales Representative- Residential	Indeed	2	1
		Appcast	0	0
		Astound Career Website	0	0
		Other	0	0
		Zip Recruiter	1	0
		Agency	0	0
		Job Fair	0	0
		Adzuna	0	0
		Appcast_ Google	0	0
BROAD009149	Broadband Technician I	Linkedin	0	0
		Indeed	0	0
		Astound Career Website	0	0
		Other	1	1
		Zip Recruiter	1	0
		Agency	0	0
		Employee Referral	1	0
JR-000437	Warehouse Technician I	Billboard	0	0
		Employee Referral	1	1
		Linkedin	1	0
		Word of Mouth	0	0
		Indeed	6	0
		Appcast	0	0
		Lensa	0	0
		JobGet	0	0
		Astound Career Website	4	0
		Current Worker	0	0
		Other	0	0
		Zip Recruiter	1	0
		Monster	0	0
		Career Builder	0	0
		Agency	0	0
		Jobcase	0	0
		Adzuna	0	0
		Instagram	0	0
		Google	0	0
Grand Total			129	32

RCN Telecom Services LLC. dba Astound
FCC Annual Report
Employment Unit ID # 11831
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 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
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
ZipRecruiter	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
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, AAILGBTJobs.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, 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 11831
FCC General Recruitment Report - 76.1702(b)(3)
July 15, 2025 through July 14, 2026

Outreach Efforts	Participants	Date	Description
Peabody 2025 High School Internship Program	Peabody Highschool Students	4/14/2026-5/22/2026	Astound participated in Peabody Highschool's Internship program through participation in the advisory committee and by hosting several CTE Interns
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.
PVMHS Career Day 2026	Astound HR Rep	4/16/2026	Career Day at Peabody Veterans Memorial High School
Walk In/Open Interviews for DSR candidates	Astound Sales Leadership Team and local HR	5/7/2026	Astound hosted open interviews at our Arlington location where walk ins were welcome to apply and interview for our Direct Sales Representative position.
Walk In/Open Interviews for DSR candidates	Astound Sales Leadership Team	5/12/2026	Astound hosted open interviews at our Arlington location where walk ins were welcome to apply and interview for our Direct Sales Representative position.
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.
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.