

RCN Telecom Services of New York, LP. dba Astound
EEO Public File Report
Employment Unit ID # 11833
FCC Year July 15, 2025 through July 14, 2026

Total # of Full-Time Vacancies Filled During Period: 18

Total # People Interviewed for Full-Time Vacancies During Period: 136

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
ACCES008850	Business Development Representative	Linkedin	2	0
		Indeed	7	0
		Appcast	4	1
		Astound Broadband Website - Careers Page	2	0
		JobGet	1	0
BROAD008543	Broadband Technician II	Careerbuilder	1	1
		Linkedin	5	0
		ZipRecruiter	2	0
		Indeed	1	0
		Appcast	3	0
DIREC009064	Direct Sales Representative- Universal	Astound Broadband Website - Careers Page	3	0
DIREC009171	Direct Sales Representative- Universal	Employee Referral	1	1
		Linkedin	1	0
		Appcast	16	0
		Astound Broadband Website - Careers Page	9	0
DIREC009177	Direct Sales Representative- Universal	Linkedin	1	0
		Appcast	5	0
		Astound Broadband Website - Careers Page	1	1
DIREC009234	Direct Sales Representative- Universal	3rd Party Agency	1	1
		Indeed	1	0
		Appcast	4	0
ENTER009093	Enterprise Account Executive	Linkedin	3	0
		Appcast	2	0
		Astound Broadband Website - Careers Page	1	1
SENIO009063	Enterprise Account Executive	3rd Party Agency	2	0
		Linkedin	2	1
SUPER008849	Supervisor, Sales	Linkedin	1	0
		Indeed	4	0
		Appcast	2	0
		Astound Broadband Website - Careers Page	1	1
STRAT009256	Strategic Account Executive - GEMS	Indeed	1	1
		Agency	3	0
BROAD009251	Broadband Network Technician III	Astound Career Website	1	1
		Zip Recruiter	1	0
JR-000298	Broadband Technician II	Linkedin	1	1
		Indeed	2	0
		Astound Career Website	1	0
		Zip Recruiter	2	0
ENTER009295	Enterprise Account Executive	Indeed	1	0
		Other	1	1
JR-000193	Direct Sales Representative- Universal	Employee Referral	1	1
		Indeed	2	0
		Astound Career Website	1	0
		I know someone who works here	1	0
JR-000111	Enterprise Account Executive	Astound Career Website	4	0
		Other	1	1
JR-000521	Human Resources Business Partner	Employee Referral	3	0
		Linkedin	5	1
		Glassdoor	1	0
		Indeed	1	0
		Current Worker	2	0
		Other	1	0
JR-000162	Direct Sales Representative- Universal	Linkedin	1	0
		Astound Career Website	1	0
		Other	1	0
		I know someone who works here	1	1
		Agency	1	0
JR-000110	Account Executive	JobGet	1	0
		Astound Career Website	1	1
Grand Total			136	18

RCN Telecom Services of New York, LP. dba Astound
FCC Annual Report
Employment Unit ID # 11833
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
People Solved- Agency	Sheila Zandi sheila.zandi@peoplesolved.com	PO BOX 2626, Allen, TX 75013	743-500-1664	No
Indeed	Kyle Murphy Kylmurphy@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
JobGet	Corey McGinley cmcginley@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Circa Mitratech*	Tyler Kaplan tyler.kaplan@mitratech.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, AILLGBTJobs.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 of New York, L.P. dba Astound
Employment Unit ID # 11833
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 M/VPD 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.