

Wave Division Holdings, LLC. dba Astound
EEO Public File Report
Employment Unit ID #12133
FCC Year July 15, 2025 through July 14, 2026

Total # of Full-Time Vacancies Filled During Period: 31

Total # People Interviewed for Full-Time Vacancies During Period: 156

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
BROAD008891	Broadband Network Technician I	Linkedin	1	0
		ZipRecruiter	1	0
		Indeed	3	1
		Appcast	5	0
		Astound Broadband Internal Posting	2	0
BROAD008897	Broadband Network Technician III	Indeed	1	1
		Astound Broadband Website - Careers Page	1	0
BROAD009024	Broadband Technician III	Indeed	5	1
		Astound Broadband Website - Careers Page	1	0
BROAD009193	Broadband Network Technician I	Indeed	1	1
		Astound Broadband Internal Posting	1	0
CONST008768	Construction Technician I	Indeed	2	1
		Astound Broadband Website - Careers Page	1	0
CUSTO008916	Customer Success Technical Support Associate II	Employee Referral	1	0
		Indeed	5	0
		Appcast	1	0
		Astound Broadband Internal Posting	1	1
DIREC008825	Direct Sales Representative- Residential	Indeed	4	0
		Appcast	3	0
		Astound Broadband Website - Careers Page	1	1
DIREC008919	Direct Sales Representative- Residential	Employee Referral	1	1
		Appcast	2	0
DIREC008958	Direct Sales Representative- Residential	Employee Referral	2	1
DIREC009086	Direct Sales Representative - Residential	Astound Broadband Website - Careers Page	2	1
DIREC009148	Direct Sales Representative- Residential	Employee Referral	1	1
		Appcast	1	0
ENTER008774	Enterprise Account Executive	Word of Mouth	1	0
		Indeed	5	0
		Appcast	7	1
		Cross Channel Ads	0	0
ENTER009159	Enterprise Account Executive	3rd Party Agency	2	1
		Employee Referral	1	0
		Linkedin	2	0
		Word of Mouth	1	0
		Facebook	1	0
		Appcast	1	0
		Cross Channel Ads	0	0
ENTER009194	Enterprise Account Executive	3rd Party Agency	1	0
		RecruitUSA	1	1
		Astound Broadband Website - Careers Page	2	0
		Cross Channel Ads	0	0
FIELD008852	Field Deployment Technician I	Employee Referral	1	0
		Indeed	10	1
		Appcast	6	0
		Astound Broadband Website - Careers Page	1	0
		Cross Channel Ads	0	0
LEADC009083	Construction Lead I	Employee Referral	1	0
		Indeed	3	1
		Astound Broadband Internal Posting	1	0
		Cross Channel Ads	0	0
TELEC008882	Telecom Fiber Construction Manager	Employee Referral	1	0
		Linkedin	1	0
		State Job Board	1	0
		Indeed	2	1
		Appcast	1	0
TELEC008963	Telecom Fiber Construction Manager	Indeed	3	1
		Astound Broadband Website - Careers Page	1	0
WAREH008915	Warehouse Technician I	Indeed	3	0
		Appcast	5	1
STRAT009055	Strategic Account Executive - GEMS	Appcast	0	0
		Current Worker	2	0
		Other	1	1
		Cross Channel Ads	0	0
DIREC009247	Direct Sales Representative- Residential	Employee Referral	2	1
		Linkedin	0	0
		Glassdoor	0	0
		Indeed	4	0
		Other	0	0
		Zip Recruiter	0	0
		Career Builder	0	0
		Agency	0	0

		Adzuna	0	0
JR-000211	Enterprise Account Executive	Linkedin	0	0
		Indeed	0	0
		Astound Career Website	2	1
		Cross Channel Ads	0	0
BROAD009182	Broadband Network Technician III	Employee Referral	1	1
		Linkedin	0	0
		Facebook	0	0
		Indeed	0	0
		Astound Career Website	0	0
		Current Worker	1	0
		Other	1	0
		Monster	0	0
BROAD009183	Broadband Network Technician I	Employee Referral	2	1
		Facebook	0	0
		Indeed	0	0
		Astound Career Website	0	0
		Other	0	0
		Zip Recruiter	1	0
JR-000274	Account Executive	Employee Referral	2	0
		Glassdoor	0	0
		Indeed	1	0
		Astound Career Website	1	1
		Zip Recruiter	0	0
		I know someone who works here	1	0
		Cross Channel Ads	0	0
JR-000230	Direct Sales Representative- Residential	Employee Referral	1	1
		Indeed	1	0
		Astound Career Website	0	0
JR-000464	Direct Sales Representative- Residential	State Job Board	1	0
		Word of Mouth	1	1
		Indeed	2	0
		Zip Recruiter	0	0
JR-000610	Construction Manager	Employee Referral	1	1
		Linkedin	0	0
		Indeed	0	0
		Career Builder	1	0
DIREC009271	Direct Sales Representative- Residential	Indeed	1	0
		I know someone who works here	1	1
JR-000210	Enterprise Account Executive	Linkedin	0	0
		Glassdoor	0	0
		Indeed	2	1
		Astound Career Website	0	0
		Agency	0	0
		Cross Channel Ads	0	0
JR-000455	Enterprise Account Executive	Linkedin	1	0
		Glassdoor	0	0
		Indeed	0	0
		Appcast	0	0
		Astound Career Website	0	0
		Current Worker	2	0
		Other	0	0
		Zip Recruiter	0	0
		Career Builder	0	0
		Cross Channel Ads	0	0
		Agency	3	1
Grand Total			156	31

Wave Division Holdings, LLC. dba Astound
FCC Annual Report
Employment Unit ID #12133
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 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
People Solved- Agency	Thalia Marquez thalia.marquez@peoplesolved.com	PO BOX 2626, Allen, TX 75013	416-347-8052	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
Zip Recruiter	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
Talent	Corey McGinley cmcginley@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Adzuna	Corey McGinley cmcginley@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Cross Channel Ads and Company Vehicle Ads	Jessica Broadbent jessica.broadbent@astound.com	11603 Crosswinds Way Ste 120 San Antonio, TX 78233	210-632-3065	No
LinkedIn	Scott Schmugar sschmugar@linkedin.com	1000 West Maude Avenue, Sunnyvale, CA	516-220-9497	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. They also post our listings on the state specific job boards.				

Wave Division Holdings, LLC. dba Astound
Employment Unit ID # 12133
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 Leadership Challenge Training	Astound People Leaders	9/9/2025 - 9/10/2025	In-person leadership training.
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.