

Wave Division Holdings, LLC. dba Astound
EEO Public File Report
Employment Unit ID #7677
FCC Year July 15, 2025 through July 14, 2026

Total # of Full-Time Vacancies Filled During Period: 28

Total # People Interviewed for Full-Time Vacancies During Period: 144

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
BUSIN009154	Business Development Manager	Indeed	1	0
		Astound Broadband Website - Careers Page	3	1
BUSIN009189	Business Operations Coordinator	Linkedin	5	1
		State Job Board	1	0
		ZipRecruiter	3	0
		Indeed	1	0
		Appcast	1	0
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	1	0
		Cross Channel Ads	0	0
CARRI008914	Hyperscaler Sales Manager	3rd Party Agency	1	0
		Linkedin	3	1
		Indeed	2	0
		Cross Channel Ads	0	0
		Astound Broadband Website - Careers Page	2	0
DIREC008764	Direct Sales Representative- MDU	Employee Referral	1	0
		Indeed	1	0
		Appcast	5	1
		Cross Channel Ads	0	0
ENTER008534	Enterprise Account Executive	3rd Party Agency	3	1
		Word of Mouth	1	0
		Indeed	3	0
		Appcast	3	0
		Cross Channel Ads	0	0
		Astound Broadband Website - Careers Page	2	0
ENTER008889	Enterprise Account Executive	3rd Party Agency	1	0
		Professional/Business Referral	1	0
		Indeed	1	0
		Appcast	1	1
		Cross Channel Ads	0	0
ENTER009104	Enterprise Account Executive	3rd Party Agency	1	0
		Former Employee	1	1
		Cross Channel Ads	0	0
LEGAL008980	Legal Assistant	Indeed	3	1
		Appcast	1	0
		Cross Channel Ads	0	0
NETWO008838	Network Support Technician I	Employee Referral	1	1
		Astound Broadband Website - Careers Page	1	0
		Cross Channel Ads	0	0
JR-000579	Network Support Technician I	Employee Referral	1	1
		Linkedin	0	0
		Word of Mouth	0	0
		Glassdoor	0	0
		Indeed	0	0
		Astound Career Website	0	0
		Zip Recruiter	0	0
		Career Builder	1	0
		Cross Channel Ads	0	0
JR-000399	Manager, Strategic Programs - Market Expansion	Billboard	0	0
		Employee Referral	1	0
		Linkedin	0	0
		Glassdoor	0	0
		Indeed	0	0
		Astound Career Website	6	1
		Current Worker	2	0
		Other	1	0
		Zip Recruiter	2	0
		Career Builder	0	0
		Cross Channel Ads	0	0
JR-000222	Broadband Technician I	Word of Mouth	1	1
		Astound Career Website	0	0
		Zip Recruiter	1	0
		Agency	0	0
JR-000269	Direct Sales Representative Residential	Cross Channel Ads	0	0
		Indeed	0	0
		Astound Career Website	2	1

		Other	0	0
		Zip Recruiter	0	0
		Career Builder	0	0
		(blank)	1	0
		Adzuna	0	0
		Cross Channel Ads	0	0
JR-000384	Senior Product Manager	Linkedin	1	0
		Glassdoor	1	0
		Indeed	1	0
		JobGet	0	0
		Astound Career Website	4	0
		Current Worker	1	0
		Other	0	0
		Zip Recruiter	0	0
		Career Builder	0	0
		Agency	1	1
		Job Fair	0	0
		Cross Channel Ads	0	0
TECHN009233	Technical Solutions Specialist	Employee Referral	0	0
		Linkedin	2	0
		Glassdoor	0	0
		Facebook	0	0
		Indeed	1	1
		Appcast	0	0
		JobGet	0	0
		Astound Career Website	1	0
		Current Worker	0	0
		Other	0	0
		Job Alert from Astound	1	0
		Zip Recruiter	0	0
		I know someone who works here	0	0
		Monster	1	0
		Career Builder	0	0
		Agency	0	0
		Jobcase	0	0
		Adzuna	0	0
		Twitter	0	0
		Company Vehicle Advertisement	0	0
		College or University Event	0	0
		Cross Channel Ads	0	0
JR-000468	Chief of Staff	Billboard	0	0
		Employee Referral	1	1
		Linkedin	0	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
		Agency	0	0
		Job Fair	0	0
		Adzuna	0	0
		Cross Channel Ads	0	0
JR-000112	Business Account Executive	Employee Referral	1	1
		Indeed	0	0
		Astound Career Website	0	0
		Other	0	0
		Agency	1	0
		Adzuna	0	0
		Cross Channel Ads	0	0
JR-000489	Field Deployment Technician I	Employee Referral	2	1
		Linkedin	0	0
		Glassdoor	0	0
		Indeed	0	0
		Astound Career Website	0	0
		Other	0	0
		Zip Recruiter	0	0
		Career Builder	0	0
		Agency	0	0
		Job Fair	0	0
		Cross Channel Ads	0	0
JR-000206	Director, Gems	Billboard	0	0
		Employee Referral	0	0
		Linkedin	0	0

		Word of Mouth	0	0
		Indeed	0	0
		Astound Career Website	0	0
		Current Worker	2	0
		Other	1	0
		Zip Recruiter	0	0
		Agency	1	1
		Adzuna	0	0
		Cross Channel Ads	0	0
DIREC009192	Direct Sales Representative- MDU	Glassdoor	0	0
		Indeed	1	0
		Appcast	0	0
		Astound Career Website	0	0
		Other	0	0
		I know someone who works here	1	1
		Career Builder	0	0
		Agency	0	0
		Adzuna	0	0
		Cross Channel Ads	0	0
JR-000401	Senior Analyst Digital Marketing	Billboard	0	0
		Employee Referral	1	0
		Linkedin	1	0
		Glassdoor	0	0
		Facebook	0	0
		Indeed	1	0
		Appcast	0	0
		Astound Career Website	2	0
		Other	0	0
		Zip Recruiter	0	0
		Monster	1	1
		Career Builder	0	0
		Cross Channel Ads	0	0
JR-000223	Broadband Technician I	Linkedin	0	0
		Indeed	0	0
		Other	1	1
		Zip Recruiter	1	0
		Cross Channel Ads	0	0
JR-000389	Senior Marketing Analyst	Billboard	0	0
		Employee Referral	1	1
		Linkedin	1	0
		Word of Mouth	0	0
		Glassdoor	0	0
		Indeed	1	0
		Astound Career Website	2	0
		Current Worker	1	0
		Other	1	0
		Career Builder	0	0
		Agency	0	0
		(blank)	3	0
		My Astound Bill	0	0
		Cross Channel Ads	0	0
JR-000233	Enterprise Account Executive	Employee Referral	1	1
		Indeed	0	0
		Zip Recruiter	0	0
		Cross Channel Ads	0	0
ENTER009195	Enterprise Account Executive	Glassdoor	0	0
		Astound Career Website	1	1
		Zip Recruiter	0	0
		Agency	1	0
		Cross Channel Ads	0	0
CUSTO009236	Customer Success Technical Support Associate I	Employee Referral	0	0
		Linkedin	0	0
		State Job Board	0	0
		Word of Mouth	1	0
		Glassdoor	0	0
		Indeed	2	0
		Appcast	1	0
		Lensa	0	0
		Astound Career Website	1	1
		Other	1	0
		Zip Recruiter	1	0
		Monster	0	0
		Career Builder	0	0
		Agency	0	0
		Cross Channel Ads	0	0

		WorkplaceDiversity.com	0	0
NETWO009164	Network Support Technician I	Indeed	6	0
		Appcast	1	1
		Astound Broadband Internal Posting	2	0
WHOLE009070	Wholesale Offer Manager	Employee Referral	1	0
		Linkedin	2	1
		Astound Broadband Internal Posting	1	0
Grand Total			144	28

Wave Division Holdings, LLC. dba Astound
FCC Annual Report
Employment Unit ID #7677
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	Cory McGinley cmcginley@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Zip Recruiter	Cory McGinley cmcginley@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Appcast	Cory McGinley cmcginley@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Monster	Cory McGinley cmcginley@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
LinkedIn	Scott Schmugar sschmugar@linkedin.com	1000 West Maude Avenue, Sunnyvale, CA	516-220-9497	No
Adzuna	Cory McGinley cmcginley@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Lensa	Support support@lensa.com	17 West Gay Street Ste 50 West Chester PA 73980	888-536-7263	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
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, 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, via diversityjobs.com, and distributes all job opportunities to local organizations that support a diverse set of community members.

Wave Division Holdings, LLC. dba Astound
Employment Unit ID # 7677
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.
Duval Days Festival	Astound Direct Sales Representatives	6/6/2026	Astound attended this community event.
Big Smoke Festival	Astound Direct Sales Representatives	6/27/2026 - 6/28/2026	Astound attended this community event.
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.