

Wave Division Holdings, LLC. dba Astound
EEO Public File Report
Employment Unit ID #12134
FCC Year July 15, 2025 through July 14, 2026

Total # of Full-Time Vacancies Filled During Period: 8

Total # People Interviewed for Full-Time Vacancies During Period: 29

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
ENTER009095	Enterprise Account Executive	Employee Referral	1	0
		Linkedin	2	1
		Appcast	1	0
		Cross Channel Ads	0	0
JR-000139	Retail Sales Representative II	Billboard	0	0
		Word of Mouth	0	0
		Glassdoor	0	0
		Indeed	0	0
		Astound Career Website	2	1
		Other	0	0
		Job Alert from Astound	0	0
		Zip Recruiter	0	0
		Instagram	0	0
		Cross Channel Ads	0	0
JR-000540	Manager, GEMS Account Management	Employee Referral	2	1
		Linkedin	0	0
		Glassdoor	0	0
		Indeed	0	0
		Astound Career Website	0	0
		Current Worker	1	0
		Other	0	0
		Job Alert from Astound	0	0
		Zip Recruiter	0	0
		Agency	1	0
		SCTE - Society of Cable Telecom Engineers	0	0
		Cross Channel Ads	0	0
JR-000145	Direct Sales Representative- Residential	Billboard	0	0
		Linkedin	1	0
		Word of Mouth	0	0
		Glassdoor	0	0
		Indeed	3	0
		Appcast	0	0
		Astound Career Website	2	1
		Current Worker	1	0
		Other	0	0
		Job Alert from Astound	1	0
		Zip Recruiter	0	0
		Career Builder	0	0
		Agency	0	0
		Job Fair	0	0
		Adzuna	1	0
		Talent.com	0	0
		Cross Channel Ads	0	0
JR-000125	Senior Manager, Sales	Linkedin	0	0
		Indeed	1	0
		Lensa	0	0
		Astound Career Website	1	1
		Other	1	0
		Job Alert from Astound	0	0
		Zip Recruiter	0	0
		Career Builder	0	0
		Agency	0	0
		Cross Channel Ads	0	0
JR-000583	Account Executive	Linkedin	0	0
		Indeed	0	0
		Astound Career Website	1	1
		Agency	1	0
		Cross Channel Ads	0	0
CONST009117	Construction Technician I	Billboard	0	0
		Employee Referral	0	0
		Linkedin	0	0
		Glassdoor	0	0
		Indeed	1	1
		Astound Career Website	2	0
		Other	0	0
		Cross Channel Ads	0	0
		Zip Recruiter	0	0
		BROAD009022 Broadband Service Technician (Filled)	Broadband Service Technician	Linkedin
Indeed	0			0
Astound Career Website	2			1
Zip Recruiter	0			0
Grand Total			29	8

Wave Division Holdings, LLC. dba Astound
FCC Annual Report
Employment Unit ID #12134
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
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
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	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Zip Recruiter	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Appcast	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Monster	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Talent	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Adzuna	Colleen Kelly ckelly@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, 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.

Wave Division Holdings, LLC. dba Astound
Employment Unit ID # 12134
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.