

RCN Telecom Services (Lehigh) LLC, dba Astound
EEO Public File Report
Employment Unit ID # 11837
FCC Year July 15, 2025 through July 14, 2026

Total # of Full-Time Vacancies Filled During Period: 5
Total # People Interviewed for Full-Time Vacancies During Period: 38

Requisition Number	Posting Title	Source	# Of Interviews	# Of Hires
IVAAN008931	IVA & Digital Developer	Linkedin	1	0
		State Job Board	1	0
		Indeed	1	0
		Appcast	3	1
		Astound Broadband Internal Posting	1	0
LANAD009035	LAN Administrator	Employee Referral	1	1
		Word of Mouth	1	0
		Indeed	3	0
		Appcast	2	0
		Astound Broadband Internal Posting	3	0
MANAG008933	Manager, Call Center Operations	Linkedin	1	0
		Indeed	6	1
		Appcast	1	0
		Astound Broadband Internal Posting	1	0
SENIO008932	Senior Director, Customer Growth and Employee Development	Linkedin	2	1
		Indeed	2	0
		Appcast	1	0
		Astound Broadband Internal Posting	1	0
JR-000241	Supervisor, Call Center Operations	Billboard	0	0
		Employee Referral	1	1
		State Job Board	1	0
		Indeed	0	0
		Astound Career Website	1	0
		Current Worker	2	0
		Other	0	0
		Monster	0	0
		Job Fair	1	0
		Grand Total		

RCN Telecom Services (Lehigh) LLC, dba Astound
FCC Annual Report
Employment Unit ID # 11837
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
Indeed.com	Corey McGinley cmcginley@buyerads.com	175 Highland Ave Needham, MA 02494	781-635-9398	No
Buyer/AppCast	Corey McGinley cmcginley@buyerads.com	175 Highland Ave Needham, MA 02494	781-635-9398	No
Bandana	Corey McGinley cmcginley@buyerads.com	175 Highland Ave Needham, MA 02494	781-635-9398	No
Adzuna	Corey McGinley cmcginley@buyerads.com	175 Highland Ave Needham, MA 02494	781-635-9398	No
ZipRecruiter	Corey McGinley cmcginley@buyerads.com	175 Highland Ave Needham, MA 02494	781-635-9398	No
Job Fair	Linda Byrnes lbyrnes@timesleader.com	90 E. Market Street Wilkes-Barre, PA 18702	570-704-3975	No
PA Career Link Luzerne County	Christine Jensen www.cwds.state.pa.us	32 East Union Street Wilkes-Barre, PA 18702	570-822-1101	No
Hand Shake	Brad Jordan https://joinhandshake.com	2601 Mission Street San Francisco, CA 94110	N/A	No
King's College	Theresa Kinney theresakinney@kings.edu	133 N. River Street Wilkes-Barre, PA 18711	570-208-5874	No
Luzerne County Community College	Ursula Uhrin uuhrin@luzerne.edu	521 Trailblazer Drive Nanticoke, PA 18634	570-740-0456	No
Linkedin	Scott Schmugar sschmugar@linkedin.com	1000 West Maude Avenue Sunnyvale, CA 94085	516-220-9497	No
Circa Mitratesch	Tyler Kaplan tyler.kaplan@mitratesch.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, and distributes all job opportunities to local organizations that support a diverse set of community members.				

RCN Telecom Services (Lehigh) LLC, dba Astound
Employment Unit ID # 11837
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.
Toys for Tots	Astound Employees	10/24/26 - 12/5/26	This program allows us to provide disadvantaged children in the area with Christmas gifts, and it allows us to build good will with the families in our community.
The Times Leader Career Expo - Mohegan Arena	Astound HR Generalist	9/30/2025	This job fair gives us an opportunity to connect with candidates and to educate them about Astound's employment opportunities.
King's College Spring Career Fair	Astound Recruiter & Astound Supervisors	3/18/2026	This career fair gives us an opportunity to connect with prospective students and upcoming graduates at King's College and to educate them about Astound's employment opportunities.
King's College CIS++ Day	Senior Manager, Human Resources & LAN Administrator	4/22/2026	This event gives us an opportunity to connect with local high school students and to educate them about Astound's employment opportunities.
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.
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.