

RCN Telecom Services, LLC. dba Astound Broadband
EEO Public File Report
Employment Unit # 11834
FCC Year July 15, 2023 through July 14, 2024

Total # of Full-Time Vacancies Filled During Period: 2
Total # People Interviewed for Full-Time Vacancies During Period: 7

| Requisition Number | Posting Title | Application Source | # Of Interviews | # of Hires |
|--------------------|-----------------------------|--|-----------------|------------|
| DIREC007693 | Direct Sales Representative | Employee Referral | 1 | 1 |
| | | Indeed | 2 | 0 |
| | | Appcast | 0 | 0 |
| | | ZipRecruiter | 1 | 0 |
| BUSIN007557 | Business Account Executive | Employee Referral | 0 | 0 |
| | | LinkedIn | 0 | 0 |
| | | Indeed | 1 | 0 |
| | | Appcast | 0 | 0 |
| | | Astound Broadband Website - Careers Page | 2 | 1 |
| Grand Total | | | 7 | 2 |

RCN Telecom Services, LLC. dba Astound Broadband
FCC Annual Report
Employment Unit ID # 11834
Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)
July 15, 2023 - July 14, 2024

| Source | Contact and Email | Address | Telephone | Entitled to Notifications |
|---------------------------------------|---|---|--------------|---------------------------|
| Astound/RCN Employee Referral Program | Tracy Brutcher tracy.brutcher@astound.com | 650 College Rd E Princeton, NJ 08540 | 425.217.4200 | No |
| Indeed.com | Kyle Murphy kylemurphy@indeed.com | 7501 N. Capital of Texas Hwy Austin, TX 78731 | 512.485.1899 | No |
| Astound Career Board | Liz Kindall elizabeth.kindall@astound.com | 2124 Avenue C Bethlehem, PA 18017 | 610.360.4166 | No |
| PeopleSolved (3rd Party Agency) | Thalia Marquez thalia.marquez@peoplesolved.c | 180 John Street, Suite 401 Toronto, Ontario M5T1X5 | 416.347.8052 | No |
| Astound Cross-Channel Ads | Vanessa Perry vanessa.perry@astound.com | 650 College Rd East Princeton, NJ 08540 | 609.452.2543 | No |
| Buyer | Colleen Kelly ckelly@buyerads.com | 175 Highland Ave, Needham, MA | 857-404-0891 | No |
| Zip Recruiter | Colleen Kelly ckelly@buyerads.com | 175 Highland Ave, Needham, MA | 857-404-0891 | No |
| Appcast | Colleen Kelly ckelly@buyerads.com | 175 Highland Ave, Needham, MA | 857-404-0891 | No |
| Monster | Colleen Kelly ckelly@buyerads.com | 175 Highland Ave, Needham, MA | 857-404-0891 | No |
| Talent | Colleen Kelly ckelly@buyerads.com | 175 Highland Ave, Needham, MA | 857-404-0891 | No |
| Adzuna | Colleen Kelly ckelly@buyerads.com | 175 Highland Ave, Needham, MA | 857-404-0891 | No |
| Talroo | Colleen Kelly ckelly@buyerads.com | 175 Highland Ave, Needham, MA | 857-404-0891 | No |
| Circa Mitratesh* | Tyler Kaplan tyler.kaplan@mitratesh.com | 1000 N Water St Suite 1200, Milw | 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, LLC. dba Astound Broadband
Employment Unit ID # 11834
FCC General Recruitment Report - 76.1702(b)(3)
July 15, 2023 through July 14, 2024

| Outreach Efforts | Participants | Date | Description |
|--|--|-------------------------|---|
| Delaware County CareerLink Career Fair | Astound Recruiter Liz Kindall | 10/19/2023 | Job Fair |
| Delaware County Community College Career Fair | Astound Recruiter Liz Kindall | 04/17/2024 | Job Fair |
| Employee Referral Program | Astound Employees | 07/15/2023-07/14/2024 | Astound Employee Referral Program to incent employees to help identify candidates and support diversity in hiring |
| Technical Training | Astound Employees | 07/15/2023-07/14/2024 | SCTE Training to covers the knowledge needed to install and troubleshoot triple play services (voice, video, and data) for residential cable telecommunications customers. It includes customer service, troubleshooting, test equipment, measurements and service restoration related to industry-wide standards and practices, as well as instruction in the latest technologies, such as MoCA, IPv6, and digital home technology |
| Technical Training | Astound Employees | 07/15/2023-07/14/2024 | SCTE Training to certify proficiency in the subject matter related to the RF distribution of signals. All aspects of the network from the optical node to the distribution tap are included in the certification curriculum |
| Summer Internship Program | Astound Recruiters, DEI Team and students from higher education institutions across the U.S. | 05/01/2024 - 08/01/2024 | Astound Intern program focused on providing college students intern opportunities in the MVPD industry. |
| Cipriani Meet & Greet Networking Event | T-Howard Foundation and Astound DEI Team | 04/10/2024 | Participated in the Cipriani Meet & Greet Networking Event. The event provided students the opportunity to meet with Astound's DEI team members, network and learn about jobs at Astound |
| Astound Virtual Career Fair | Astound Recruiters | 06/19/2024 | Virtual Job Fair which provided employers the opportunity to discuss job opportunities |
| Harrasment Prevention and Respectful Workplace | Astound Employees | 10/23/2023-11/13/2023 | Online training on Harassment Prevention and Maintaining a Respectful Workplace for all employees |
| Discrimination Prevention | Astound Employees | 10/23/2023-11/13/2023 | Training on preventing discrimination in the workplace |
| Management Training Program | Astound Managers | 07/15/2023-07/14/2024 | Modeling inclusive Leadership for all managers |
| Management Training Program | Astound Managers | 07/15/2023-07/14/2024 | Online training on benefits of diversity for all managers |
| Astound Careers TV Commercials | Astound Marketing Team | 07/15/2023-07/14/2024 | TV Commercials promoting MVPD careers in our communities |
| Diversity, Equity and Inclusion | Astound Employees | 07/15/2023-07/14/2024 | Inclusive Leadership 3 Part Series, Live Cultural Conversations + recordings, ready-to-go Elearnings throughout the year |
| The Leadership Challenge Program | Astound Managers | 09/01/2023-12/1/2023 | Training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions |
| Management the Astound Way Program | Astound Managers and Above | 03/02/2024-07/14/2024 | Training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions |
| Employee Development Training | Astound Employees | 07/15/2023-07/14/2024 | Ongoing training all year in combination of Live training and ready-to-go eLearning |
| Management Development Training | Astound Managers | 07/15/2023-07/14/2024 | Ongoing training all year in combination of Live training and ready-to-go eLearning |
| Employee Training | Astound Employees | 07/15/2023-07/14/2024 | Astound Broadband Progression Program |
| Employee Training | Astound Employees | 07/15/2023-07/14/2024 | Benefits of Diversity for Everyone |
| Employee Training | Astound Employees | 07/15/2023-07/14/2024 | Conversation Starters - Microaggression |
| Employee Training | Astound Employees | 07/15/2023-07/14/2024 | Cultivating a Growth Mindset |
| Employee Training | Astound Employees | 07/15/2023-07/14/2024 | Habitat for Humanity Partnership Launch Event |
| Employee Training | Astound Employees | 07/15/2023-07/14/2024 | Harassment Prevention (Non-Supervisor, US) |
| Employee Training | Astound Managers | 07/15/2023-07/14/2024 | Harassment Prevention (People Managers, US) |
| Employee Training | Astound Employees | 07/15/2023-07/14/2024 | Microaggression Video |
| Employee Training | Astound Employees | 07/15/2023-07/14/2024 | Strengthening Employee Engagement Through Diversity of Thought |