

RCN Telecom Services (Lehigh) LLC. dba Astound Broadband  
EEO Public File Report  
Employment Unit ID # 11838  
FCC Year July 15, 2023 through July 14, 2024

Total # of Full-Time Vacancies Filled During Period: 13  
Total # People Interviewed for Full-Time Vacancies During Period: 68

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
ACCOU007618	Accounts Payable Coordinator I	Employee Referral	2	2
		LinkedIn	0	0
		Indeed	2	0
		Appcast	0	0
JUNIO007497	Junior Cyber Security Engineer	Employee Referral	0	0
		LinkedIn	0	0
		Professional Job Board	0	0
		Glassdoor	0	0
		ZipRecruiter	0	0
		Indeed	0	0
		Dice	0	0
		Astound Broadband Website Careers Page- Intern	1	1
DIVER007290	Diversity, Equity & Inclusion Senior Manager	Careerbuilder	0	0
		College Career Fair	0	0
		College Website	0	0
		LinkedIn	4	0
		Professional Job Board	0	0
		Professional/Business Referral	1	1
		Glassdoor	0	0
		Professional Diversity Network	0	0
		ZipRecruiter	0	0
		Indeed	5	0
		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	3	0
		Talent.com	0	0
Diversity Website	0	0		
SOCIA007526	Social Media Specialist	LinkedIn	0	0
		Professional/Business Referral	1	1
		ZipRecruiter	0	0
		Facebook	0	0
		Indeed	1	0
		Appcast	0	0
		CollegeRecruiter	0	0
CARRI007853	Carrier Sales Manager	Employee Referral	1	0
		LinkedIn	1	1
		Professional/Business Referral	0	0
		ZipRecruiter	0	0
		Indeed	0	0
		Astound Broadband Website - Careers Page	0	0
DIREC007155	Director, Email Marketing	3rd Party Agency	4	1
		Careerbuilder	0	0
		LinkedIn	0	0
		Indeed	1	0
		Monster	1	0
		Appcast	0	0
		ZipRecruiter	1	0
		Astound Broadband Website - Careers Page	2	0
		Astound Broadband Internal Posting	0	0
Lensa	0	0		
VICEP007699	Vice President, Finance Business Solutions	3rd Party Agency	3	1
		LinkedIn	0	0
		Glassdoor	0	0
		ZipRecruiter	0	0
		Nexxt	0	0
		Indeed	0	0
		Appcast	0	0
		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	2	0
SENI007941	Senior Financial Analyst (Commercial Group)	Careerbuilder	0	0
		Employee Referral	1	1
		Glassdoor	1	0
		Indeed	4	0
		Astound Broadband Internal Posting	0	0
DIGIT007911	Digital Paid Media Coordinator	3rd Party Agency	1	1
		Jobfair	0	0
		LinkedIn	2	0
		ZipRecruiter	0	0
		Social Media (Twitter, Facebook, Instagram)	0	0

		Indeed	0	0
		Monster	0	0
		Appcast	0	0
		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	1	0
		Lensa	0	0
		Diversity Website	0	0
VICEP007791	Vice President Sales Engineering	Careerbuilder	0	0
		Employee Referral	0	0
		LinkedIn	5	0
		Word of Mouth	0	0
		ZipRecruiter	0	0
		Indeed	2	0
		Astound Broadband Website - Careers Page	2	1
		Astound Broadband Internal Posting	4	0
BUSIN007389	Business Solutions Finance Manager	3rd Party Agency	0	0
		Employee Referral	1	1
		LinkedIn	0	0
		State Job Board	0	0
		Word of Mouth	0	0
		Glassdoor	0	0
		ZipRecruiter	2	0
		Indeed	2	0
		Monster	0	0
		Appcast	0	0
		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	0	0
MARKE007406	Marketing Analytics & Data Science Director	Careerbuilder	0	0
		Employee Referral	0	0
		Jobfair	0	0
		LinkedIn	0	0
		Glassdoor	1	1
		WorkInTexas	0	0
		Indeed	1	0
		ZipRecruiter	1	0
		Astound Broadband Website - Careers Page	1	0
<b>Total:</b>			<b>68</b>	<b>13</b>

RCN Telecom Services (Lehigh) LLC. dba Astound Broadband  
 FCC Annual Report  
 Employment Unit ID # 11838  
 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 Employee Referral	Alexandra Torres alexandra.torres@astound.com	650 College Rd East, Suite 3100, Princeton, NJ 08540	609-276-4105	No
Astound Internal Job Posting	Alexandra Torres alexandra.torres@astound.com	650 College Rd East, Suite 3100, Princeton, NJ 08540	609-276-4105	No
Astound Careers Page	Alexandra Torres alexandra.torres@astound.com	650 College Rd East, Suite 3100, Princeton, NJ 08540	609-276-4105	No
Whitecap- Agency	Rob Szymanski rob@whitecapsearch.com	52 Vanderbilt Avenue, 17th Floor, New York, NY 10017	646-813-3004	No
Career Profiles- Agency	Danielle Kenny dkenny@careerprofiles.com	900 19th Street NW, Floor 6, Washington, DC 20006	973-670-7396	No
Creative Circle- Agency	Kelsey Blackburn kblackburn@creativecircle.com	1099 14th Street NW, Suite 860, Washington, DC 20005	202-827-2207	No
Robert Half- Agency	Linda Nguyen Linda.Nguyen@roberthalf.com	1401 I Street NW, Washington, DC 20005	202-998-8422	No
People Solved- Agency	Thalia Marquez thalia.marquez@peoplesolved.com	PO BOX 2626, Allen, TX 75013	416-347-8052	No
Indeed	Kyle Murphy Kylemurphy@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
Talroo	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, and distributes all job opportunities to local organizations that support a diverse set of community members.

**RCN Telecom Services (Lehigh) LLC. dba Astound Broadband**  
**Employment Unit ID 11838**  
**FCC General Recruitment Report - 76.1702(b)(3)**  
**July 15, 2023 through July 14, 2024**

<b>Outreach Efforts</b>	<b>Participants</b>	<b>Date</b>	<b>Description</b>
Astound 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	4/10/2024	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	6/19/2024	Virtual Job Fair which provided employers the opportunity to discuss job opportunities.
Harassment Prevention and Respectful Workplace	All Astound Employees	10/23/2023 - 11/13/2023	Online training on Harassment Prevention and Maintaining a Respectful Workplace for all employees.
Discrimination Prevention	All 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	03/29/2024 - 06/17/2024	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