

RCN Telecom Services of New York, LP. dba Astound Broadband
EEO Public File Report
Employment Unit # 11833
FCC Year July 15, 2023 through July 14, 2024

Total # of Full-Time Vacancies Filled During Period: 16
Total # People Interviewed for Full-Time Vacancies During Period: 91

Requisition Number	Posting Title	Application Source	# Of Interviews	# of Hires
ACCOU008072	Account Executive	3rd Party Agency	2	1
		Indeed	0	0
		Appcast	0	0
		Astound Broadband Website - Careers Page	1	0
BUSIN007119	Business Account Executive	3rd Party Agency	0	0
		LinkedIn	1	1
		Professional/Business Referral	0	0
		ZipRecruiter	0	0
		Indeed	1	0
		Appcast	0	0
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	0	0
		Adzuna	0	0
		LinkUp	0	0
TECHN007504	Technical Project Manager	Employee Referral	2	1
		Former Employee	0	0
		LinkedIn	0	0
		State Job Board	0	0
		Word of Mouth	0	0
		Indeed	0	0
		Monster	0	0
		Appcast	0	0
		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	1	0
		ENTER007223	Enterprise Account Executive	3rd Party Agency
Employee Referral	0			0
Former Employee	0			0
LinkedIn	3			1
Indeed	2			0
Appcast	5			0
Astound Broadband Website - Careers Page	1			0
Astound Broadband Internal Posting	1			0
Jobs2Careers	0			0
Diversity Website	0			0
ENTER007738	Enterprise Account Executive			3rd Party Agency
		Employee Referral	1	1
		ZipRecruiter	0	0
		Indeed	0	0
		Appcast	0	0
ENTER007565	Enterprise Account Executive	LinkedIn	1	1
		Indeed	0	0
		Appcast	0	0
		Astound Broadband Website - Careers Page	0	0
DIREC007310	Direct Sales Representative 00	Employee Referral	0	0
		Former Employee	0	0
		LinkedIn	0	0
		ZipRecruiter	0	0
		Indeed	0	0
		Appcast	0	0
		Astound Broadband Website - Careers Page	1	1
JobGet	0	0		
CRMTE007338	CRM Technical Administrator	3rd Party Agency	0	0
		LinkedIn	0	0
		Professional Job Board	1	0
		Indeed	2	0
		Appcast	12	1
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	0	0
ENTER007706	Enterprise Account Executive	3rd Party Agency	17	1
		LinkedIn	0	0
		Indeed	0	0
		Appcast	0	0
SOCIA008030	Social Media Specialist	3rd Party Agency	0	0
		Jobfair	0	0
		LinkedIn	1	0
		Professional Job Board	0	0
		State Job Board	0	0
		ZipRecruiter	0	0
		Facebook	0	0
		Indeed	1	0

		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	1	1
ENTER007871	Enterprise Account Executive	3rd Party Agency	1	1
		Indeed	2	0
ENTER008047	Enterprise Account Executive	3rd Party Agency	3	1
		Employee Referral	0	0
		Indeed	0	0
		Appcast	1	0
MANAG007600	Manager, Regional Business Solutions	3rd Party Agency	1	1
		Careerbuilder	0	0
		LinkedIn	1	0
		Indeed	0	0
		Appcast	1	0
		Astound Broadband Website - Careers Page	0	0
SENIO007350	Senior Market Analyst	3rd Party Agency	2	1
		Careerbuilder	0	0
		Channel 4	0	0
		College Career Fair	0	0
		College Website	0	0
		Employee Referral	2	0
		LinkedIn	2	0
		Professional Job Board	0	0
		Professional/Business Referral	0	0
		State Job Board	0	0
		Word of Mouth	0	0
		Glassdoor	0	0
		ZipRecruiter	0	0
		Indeed	0	0
		Monster	0	0
		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	1	0
		CollegeRecruiter	0	0
		Zippia	0	0
		Snag	0	0
SENIO007707	Senior Strategic Account Executive	3rd Party Agency	0	0
		LinkedIn	0	0
		Indeed	1	1
		Appcast	0	0
ENTER007837	Enterprise Account Executive	3rd Party Agency	3	1
		Word of Mouth	0	0
		ZipRecruiter	0	0
		Indeed	0	0
		Appcast	2	0
		Astound Broadband Website - Careers Page	0	0
Grand Total			91	16

RCN Telecom Services of New York, LP. dba Astound Broadband
FCC Annual Report
Employment Unit ID # 11833
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.com	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 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 Mitratesch*	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, ALLGBTJobs.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 of New York, LP, dba Astound Broadband
Employment Unit ID # 11833
FCC General Recruitment Report - 76.1702(b)(3)
July 15, 2023 through July 14, 2024

Outreach Efforts	Participants	Date	Description
Employee Referral Program	Astound Employees	07/15/23-07/14/24	Astound Employee Referral Program to incent employees to help identify candidates and support diversity in hiring
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.
Community Outreach	Astound Employees	07/15/2023-07/14/2024	Posting current open positions at Astound Payment Center
NCTI	Astound Employees	07/15/2023-07/14/2024	Established rewards programs to encourage current employees to increase current skills set by taking NCTI training classes
SCTE	Astound Employees	07/15/2023-07/14/2024	Established rewards programs to encourage current employees to increase current skills set by taking SCTE training classes
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
Harassment 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 Earnings throughout the year
The Leadership Challenge Program	Asound 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	Harassment Prevention (Non-Supervisor, New York)
Employee Training	Astound Managers	07/15/2023 - 07/14/2024	Harassment Prevention (People-Managers, New York)
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Benefits of Diversity for Everyone
Employee Training	Astound Tech Ops Employees	07/15/2023 - 07/14/2024	Ladder Certification - Practical Observation Form
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Microaggression Video
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Microlearning-Implicit Bias
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Strengthening Employee Engagement Through Diversity of Thought