

RCN Telecom Services, LLC. dba Astound Broadband
EEO Public File Report
Employment Unit # 11831
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: 86

Requisition Number	Posting Title	Application Source	# Of Interviews	# of Hires
ACCOU007725	Account Executive	3rd Party Agency	1	0
		Employee Referral	1	1
		Indeed	0	0
		Astound Broadband Website - Careers Page	0	0
BROAD007332	Broadband Network Technician II	Indeed	2	1
		Appcast	0	0
		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	1	0
BROAD007421	Broadband Network Technician I	Careerbuilder	0	0
		LinkedIn	0	0
		Indeed	1	0
		Appcast	1	1
		Astound Broadband Internal Posting	0	0
FACIL007397	Facilities Coordinator	LinkedIn	0	0
		ZipRecruiter	0	0
		Indeed	1	0
		Appcast	0	0
		Astound Broadband Internal Posting	2	1
		Jobcase	0	0
ENTER007491	Enterprise Account Executive	3rd Party Agency	1	1
		Former Employee	1	0
		Indeed	0	0
		Appcast	0	0
DIREC007173	Direct Sales Representative- \$2,000 Sign-On Bonus	Employee Referral	1	1
		Indeed	0	0
		Appcast	19	0
		Astound Broadband Website - Careers Page	0	0
ENTER007759	Enterprise Account Executive	3rd Party Agency	5	1
		Careerbuilder	0	0
		Employee Referral	1	0
		LinkedIn	0	0
		ZipRecruiter	0	0
		Indeed	1	0
		Appcast	0	0
		Astound Broadband Internal Posting	0	0
BUSIN007786	Business Account Executive	3rd Party Agency	1	0
		Employee Referral	1	1
		LinkedIn	0	0
		ZipRecruiter	0	0
		Indeed	1	0
		Appcast	2	0
		Astound Broadband Internal Posting	0	0
ENTER007454	Enterprise Account Executive	3rd Party Agency	2	1
		Employee Referral	1	0
		Indeed	0	0
		Appcast	1	0
BUSIN007625	Business Development Manager	3rd Party Agency	2	1
		Employee Referral	0	0
		LinkedIn	0	0
		ZipRecruiter	0	0
		Indeed	0	0
ENTER007623	Enterprise Account Executive	3rd Party Agency	2	1
		Employee Referral	1	0
		LinkedIn	1	0
		Indeed	0	0
		Appcast	0	0
		Astound Broadband Website - Careers Page	0	0
STRAT007386	Strategic Account Executive - GEMS	3rd Party Agency	1	1
		LinkedIn	1	0
		Indeed	0	0
FRONT007219	Front Counter Representative- \$1,000 Sign On Bonus	3rd Party Agency	0	0
		Careerbuilder	0	0
		Employee Referral	0	0
		ZipRecruiter	0	0
		Indeed	1	1
		Appcast	1	0
		Astound Broadband Website - Careers Page	0	0
		Snag	0	0
		JobGet	0	0
SENIO007628	Senior Manager, Human Resources	Careerbuilder	0	0
		LinkedIn	0	0
		Indeed	6	1
		Monster	0	0

		Appcast	11	0
		Astound Broadband Website - Careers Page	0	0
FRONT007220	Front Counter Representative- \$1,000 Sign On Bonus	Careerbuilder	0	0
		Employee Referral	0	0
		Jobfair	1	0
		ZipRecruiter	0	0
		Indeed	0	0
		Appcast	5	1
		Astound Broadband Website - Careers Page	0	0
FRONT007482	Front Counter Representative- \$1,000 Sign On Bonus	LinkedIn	1	0
		Appcast	3	0
		Astound Broadband Internal Posting	1	1
Grand Total			86	16

RCN Telecom Services, LLC. dba Astound Broadband
FCC Annual Report
Employment Unit ID # 11831
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 Brucher tracy.brucher@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	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, AILLGBTJobs.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 # 11831
FCC General Recruitment Report - 76.1702(b)(3)
July 15, 2023 through July 14, 2024

Outreach Efforts	Participants	Date	Description
BestHire Career Fair	Astound HR, Cindy Richardson	02/22/2024	Job Fair
MassHire Career Fair	Astound Recruiter, Liz Kindall	02/29/2024	Job Fair
MassHire Career Fair	Astound Recruiter, Liz Kindall	06/28/2024	Job Fair
CTE Internship Program	Astound Switch/Transport Manager, Mark Bentley	07/15/23-07/14/24	Internship Program
Career Presentation	Astound Switch/Transport Manager, Mark Bentley, and VP of Ops, Mike Campbell	05/02/2024	Several Astound employees went to Peabody High School on a classroom visit to speak with students about careers in telecommunications, fiber optics, transport, and troubleshooting
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
Technical Training	Astound Employees	07/15/23-07/14/24	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	07/15/23-07/14/24	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
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	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	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	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 Managers	07/15/2023 - 07/14/2024	Management Coaching
Employee Training	Astound Managers	07/15/2023 - 07/14/2024	Meeting Managerial Responsibilities
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Communicating Effectively
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Building Work Relationships
Employee Training	Astound Managers	07/15/2023 - 07/14/2024	Leading Others
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Setting the Stage for Excellent Performance
Employee Training	Astound Managers	07/15/2023 - 07/14/2024	Coaching and Providing Balanced Feedback
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Dealing with Challenging Performance Situations
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Managing Time and Priorities
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Solving Problems
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Active Listening: A Practical Approach
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Aerial Lift / Bucket Truck Recertification Practical Observation (Texas)
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Asian American Pacific Islander-Cultural Conversation Replay
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	Black History Month-2024 Cultural Conversation
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Bucket Truck Certification - Practical Observation
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Building an Inclusive and Collaborative Team
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Change Management
Employee Training	Astound Managers	07/15/2023 - 07/14/2024	Coach Like a Pro
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Communicate as a Team
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 Managers	07/15/2023 - 07/14/2024	Delivering Performance Reviews
Employee Training	Astound Managers	07/15/2023 - 07/14/2024	Discussing Goals & Providing Feedback (Video & Handouts)
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Employee Resource Groups (ERGs) -Cultural Conversation-Replay
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Hispanic Heritage Month-Cultural Conversation
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Juneteenth & Astound's Next ERG Launch-2024
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Juneteenth & BOLD ERG 2024
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Ladder Certification - Complete Course
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Ladder Certification - Practical Observation
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	LinkedIn Navigator Presentation
Employee Training	Astound Managers	07/15/2023 - 07/14/2024	Management: The Astound Way
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	National Disability Employer Awareness Month-Cultural Conversation Replay
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Pride Month Cultural Conversation-2024
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Veterans Day-Cultural Conversation
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Women's ERG Launch Event-Cultural Conversation
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Women's History Month Cultural Conversation with Jackie Heitman (recording)
Employee Training	Astound Employees	07/15/2023 - 07/14/2024	Women's History Month Cultural Conversation with Lynn Seth (recording)