

RCN Telecom Services of Illinois, LLC, dba Astound Broadband
EEO Public File Report
Employment Unit ID #11970
FCC Year July 15, 2023 through July 14, 2024

Total # of Full-Time Vacancies Filled During Period: 54
Total # People Interviewed for Full-Time Vacancies During Period: 390

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
BROAD007070	Broadband Technician I	3rd Party Agency	0	0
		Billboard	0	0
		Employee Referral	0	0
		Word of Mouth	1	0
		ZipRecruiter	0	0
		Social Media (Twitter, Facebook, Instagram)	0	0
		Facebook	0	0
		Indeed	1	1
		Appcast	7	0
		Astound Broadband Website - Careers Page	0	0
BROAD007385	Broadband Technician I	Careerbuilder	0	0
		Employee Referral	1	1
		LinkedIn	1	0
		Word of Mouth	0	0
		Craigslist	0	0
		Indeed	2	0
		Appcast	11	1
		Astound Broadband Website - Careers Page	0	0
BROAD007444	Broadband Dispatcher I	Astound Broadband Internal Posting	1	0
		Careerbuilder	0	0
		Employee Referral	2	1
		Former Employee	1	1
		Jobfair	1	0
		LinkedIn	0	0
		State Job Board	1	0
		ZipRecruiter	3	0
		Facebook	0	0
		Indeed	8	0
		Appcast	0	0
		Astound Broadband Website - Careers Page	1	0
BROAD007720	Broadband Technician I	Astound Broadband Internal Posting	1	0
		Jobs2Careers	0	0
		3rd Party Agency	0	0
		Employee Referral	0	0
		Payment Center	1	0
		State Job Board	0	0
		Word of Mouth	1	1
		ZipRecruiter	0	0
		Indeed	3	0
		Appcast	1	0
SUPER007766	Supervisor, Residential Field Sales	Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	0	0
		LinkedIn	3	1
		Indeed	7	1
		Appcast	1	0
BROAD007917	Broadband Technician I	Astound Broadband Internal Posting	0	0
		3rd Party Agency	1	0
		Careerbuilder	1	0
		College Career Fair	3	0
		Employee Referral	1	0
		Jobfair	1	0
		LinkedIn	0	0
		Word of Mouth	1	1
		ZipRecruiter	0	0
		Indeed	10	0
		Appcast	8	0
		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	1	0
BROAD007811	Broadband Technician I	CollegeRecruiter	1	0
		3rd Party Agency	0	0
		LinkedIn	0	0
		Payment Center	1	0
		ZipRecruiter	0	0
BROAD007561	Broadband Network Technician I	Indeed	2	1
		Employee Referral	1	0

		Word of Mouth	0	0
		ZipRecruiter	0	0
		Indeed	1	0
		Appcast	0	0
		Astound Broadband Internal Posting	1	0
		LinkUp	1	1
BROAD007446	Broadband Technician I	3rd Party Agency	0	0
		College Career Fair	0	0
		Employee Referral	1	1
		Jobfair	1	1
		LinkedIn	1	0
		Word of Mouth	0	0
		Glassdoor	0	0
		ZipRecruiter	0	0
		Facebook	0	0
		Indeed	1	0
		Appcast	2	0
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	1	0
		Postcard Mailer	0	0
		Diversity Website	0	0
BROAD007885	Broadband Technician I	Employee Referral	1	0
		Indeed	1	0
		Appcast	1	1
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	0	0
DIREC008032	Direct Sales Representative - MDU	Employee Referral	2	0
		LinkedIn	5	0
		Indeed	2	1
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	2	0
DIREC007940	Direct Sales Rep- SFU	LinkedIn	1	0
		Professional/Business Referral	0	0
		ZipRecruiter	0	0
		Appcast	6	1
		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	0	0
BUILD007595	Building Relations Representative	State Job Board	0	0
		Indeed	0	0
		Appcast	2	0
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	1	1
BROAD007891	Broadband Technician I	Channel 4	0	0
		Employee Referral	1	1
		Word of Mouth	1	0
		Indeed	1	0
		Appcast	7	0
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	0	0
		Diversity Website	0	0
		Snag	0	0
ENTER007624	Enterprise Account Executive	LinkedIn	0	0
		Professional Job Board	0	0
		Indeed	1	0
		Appcast	0	0
		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	1	1
BROAD007727	Broadband Technician I	Employee Referral	1	1
		LinkedIn	0	0
		Professional/Business Referral	0	0
		Word of Mouth	0	0
		ZipRecruiter	0	0
		Indeed	2	0
		Appcast	1	0
		Astound Broadband Website - Careers Page	0	0
DIREC008062	Direct Sales Representative - SFU	Employee Referral	1	0
		LinkedIn	1	1
BROAD007447	Broadband Technician I	Employee Referral	2	1
		ZipRecruiter	0	0
		Indeed	1	0
		Appcast	5	0
		Astound Broadband Website - Careers Page	3	1
		Astound Broadband Internal Posting	0	0
SENIO007744	Senior Enterprise Account Executive	3rd Party Agency	1	0

		LinkedIn	0	0
		Word of Mouth	0	1
		Indeed	1	0
BROAD008093	Broadband Technician I	3rd Party Agency	1	0
		Jobfair	0	0
		ZipRecruiter	0	0
		Indeed	1	0
		Appcast	0	0
		Astound Broadband Website - Careers Page	1	1
DIREC007721	Direct Sales Rep- SFU	3rd Party Agency	1	0
		Employee Referral	1	0
		Former Employee	1	0
		LinkedIn	6	1
		Word of Mouth	0	0
		ZipRecruiter	0	0
		Indeed	0	0
		Monster	0	0
		Appcast	8	0
		Astound Broadband Website - Careers Page	1	0
		Lensa	1	0
		Snag	0	0
BROAD007915	Broadband Technician I	3rd Party Agency	0	0
		Employee Referral	0	0
		LinkedIn	1	0
		Word of Mouth	1	0
		Craigslist	0	0
		Indeed	1	0
		Appcast	5	1
		Astound Broadband Internal Posting	0	0
		Jobs2Careers	0	0
BROAD007584	Broadband Network Technician I	LinkedIn	0	0
		Word of Mouth	1	0
		Indeed	0	0
		Appcast	1	0
		Astound Broadband Website - Careers Page	1	1
SALES007441	Sales Coordinator	Employee Referral	1	0
		Former Employee	0	0
		LinkedIn	1	0
		ZipRecruiter	0	0
		Indeed	1	1
		Appcast	1	0
		Astound Broadband Website - Careers Page	0	0
DIREC007887	Direct Sales Rep- SFU	LinkedIn	1	1
		Professional Job Board	0	0
		ZipRecruiter	1	0
		Indeed	1	0
		Appcast	5	0
		Astound Broadband Website - Careers Page	0	0
DIREC008061	Direct Sales Representative	Employee Referral	2	1
		LinkedIn	0	0
BROAD007718	Broadband Technician I	3rd Party Agency	1	1
		LinkedIn	1	0
		Indeed	1	0
		Appcast	1	0
BROAD007919	Broadband Technician I	3rd Party Agency	1	0
		Indeed	6	0
		Appcast	7	1
		Astound Broadband Website - Careers Page	1	0
		Company Vehicle Advertisement	0	0
ENTER007387	Enterprise Account Executive	3rd Party Agency	2	1
		Employee Referral	2	0
		LinkedIn	1	0
		State Job Board	0	0
		TV Advertising	0	0
		Indeed	0	0
		Astound Broadband Website - Careers Page	0	0
IMPLE007801	Implementation Project Manager I, II or III	3rd Party Agency	0	0
		Employee Referral	0	0
		LinkedIn	2	0
		State Job Board	1	0
		Glassdoor	0	0
		Indeed	3	1
		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	0	0

		Diversity Website	0	0
BUSIN007123	Business Account Executive	3rd Party Agency	2	0
		Employee Referral	1	0
		Jobfair	0	0
		LinkedIn	3	1
		Glassdoor	0	0
		Indeed	0	0
		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	0	0
DIREC007886	Direct Sales Rep- SFU	LinkedIn	3	1
		Appcast	1	0
BROAD007890	Broadband Technician I	Employee Referral	1	0
		LinkedIn	0	0
		Word of Mouth	1	0
		ZipRecruiter	0	0
		Indeed	4	1
		Appcast	9	0
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	0	0
BUSIN007335	Business Development Manager, Residential	3rd Party Agency	1	0
		Employee Referral	1	0
		Jobfair	3	0
		LinkedIn	0	0
		Indeed	3	1
		Appcast	0	0
		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	0	0
BROAD007916	Broadband Technician I	Billboard	1	0
		Employee Referral	1	1
		ZipRecruiter	0	0
		Indeed	0	0
		Appcast	1	0
		Astound Broadband Website - Careers Page	0	0
BROAD007717	Broadband Technician I	Billboard	1	0
		Employee Referral	2	1
		ZipRecruiter	2	1
		Facebook	0	0
		Indeed	0	0
		Appcast	3	0
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	1	0
		Jobs2Careers	1	0
COMMU007462	Sales Event Coordinator	Employee Referral	1	0
		LinkedIn	0	0
		Professional Job Board	0	0
		Indeed	1	0
		Appcast	5	1
		Astound Broadband Website - Careers Page	1	0
PROJE007442	Project Manager	Careerbuilder	0	0
		Employee Referral	2	0
		Jobfair	0	0
		LinkedIn	0	0
		Indeed	5	0
		Appcast	3	0
		Astound Broadband Website - Careers Page	2	0
		Astound Broadband Internal Posting	3	1
BROAD007715	Broadband Dispatcher I	3rd Party Agency	0	0
		LinkedIn	0	0
		Indeed	16	1
		Astound Broadband Website - Careers Page	0	0
BROAD007888	Broadband Technician I	Careerbuilder	0	0
		Channel 4	0	0
		Employee Referral	1	0
		Word of Mouth	1	1
		Indeed	0	0
		Appcast	1	0
SUPER007612	Supervisor, Broadband Technician	Employee Referral	2	1
		LinkedIn	0	0
		Indeed	0	0
		Appcast	3	0
		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	2	0
WAREH007614	Warehouse Technician I	3rd Party Agency	0	0
		Careerbuilder	0	0

		Employee Referral	0	0
		Jobfair	0	0
		LinkedIn	1	0
		Word of Mouth	0	0
		Glassdoor	0	0
		ZipRecruiter	0	0
		Indeed	11	1
		Appcast	0	0
		Astound Broadband Website - Careers Page	0	0
BUSIN007251	Business Account Executive	3rd Party Agency	2	0
		Employee Referral	1	0
		LinkedIn	0	0
		Professional/Business Referral	1	0
		State Job Board	0	0
		TV Advertising	0	0
		Word of Mouth	0	0
		Indeed	2	0
		Astound Broadband Website - Careers Page	2	1
		Astound Broadband Internal Posting	1	0
DEVEL007566	Development Systems Engineer	Careerbuilder	0	0
		College Website	0	0
		LinkedIn	0	0
		State Job Board	0	0
		Word of Mouth	0	0
		Glassdoor	1	0
		Indeed	4	1
		Dice	0	0
		Monster/	0	0
		Astound Broadband Website - Careers Page	0	0
		Diversity Website	0	0
BROAD007448	Broadband Technician I	Employee Referral	1	1
		Former Employee	0	0
		LinkedIn	1	1
		Professional/Business Referral	0	0
		Word of Mouth	0	0
		Appcast	2	0
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	0	0
BROAD008091	Broadband Network Technician I	LinkedIn	0	0
		ZipRecruiter	0	0
		Indeed	5	1
		Appcast	3	0
		Astound Broadband Internal Posting	0	0
DIREC007200	Direct Sales Rep	Billboard	0	0
		College Career Fair	0	0
		Employee Referral	0	0
		Jobfair	2	0
		LinkedIn	0	0
		Word of Mouth	1	0
		Glassdoor	0	0
		ZipRecruiter	1	0
		Indeed	0	0
		Appcast	7	0
		Astound Broadband Website - Careers Page	3	1
		Diversity Website	0	0
DIREC007038	Direct Sales Rep	Appcast	1	0
Grand Total			390	54

RCN Telecom Services of Illinois, LLC, dba Astound Broadband
Employment Unit ID #11970
Cook, Illinois & Vanderburgh, Indiana
Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)
July 15, 2023 through July 14, 2024

Name of Source	Contact and Email	Adress	Telephone	Entitled Notification
Centers on Halsted LGBTQ	Joey McDonald jmcdonald@centeronhalsted.org	3656 N. Halsted Street, 3rd Floor. Chicago, IL 60613	773.472.6469	No
Lincoln Tech College	Andrew Silva ASilva@lincolntech.edu	8317 W North Ave. Melrose Park, IL 60160	708.273.2226	No
Glotel USA, Inc.	Erica Turner Eturner@glotel.com	8700 W Bryn Mawr Ave #730N Chicago, IL 60631	571.206.2379	No
Adecco USA	Jennifer Figueroa jennifer.figueroa@adeccona.com	10 S La Salle St Suite 1380 Chicago, IL 60603	312.239.1856	No
LinkedIn	Larry Gould Lgould@linkedin.com	2029 Stierlin Ct Mountain View, CA 94043	312.650.7673	No
PeopleSolved	Thalia Marquez thalia.marquez@peoplesolved.com	4400 State Hway 121 Lewisville, TX 75056	857.214.5287	No
Astound.com	Onya Reeves onya.reeves@astound.com	2640 N. Bradley Chicago, IL 60618	312.804.1829	No
Buyer	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 024	857-404-0891	No
Zip Recruiter	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 024	857-404-0891	No
Appcast	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 024	857-404-0891	No
Monster	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 024	857-404-0891	No
Talent	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 024	857-404-0891	No
Adzuna	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 024	857-404-0891	No
Talroo	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 024	857-404-0891	No
Circa Mitratech*	Tyler Kaplan tyler.kaplan@mitratech.com	1000 N Water St Suite 1200, Milwauke	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 of Illinois, LLC, dba Astound Broadband
Employment Unit ID #11970
Cook, Illinois & Vanderburgh, Indiana
FCC General Recruitment Report - 76.1702(b)(3)
July 15, 2023 through July 14, 2024

Outreach Efforts	Participants	Date	Description
United Career Fairs	Astound Recruiter	8/16/2023	This job fair gave me the opportunity to educate and source from a diverse candidate pool about Astound, and it's opportunities.
Centers on Halsted LGBTQ	Astound Recruiter	9/22/2023	This job fair gave me the opportunity to educate and source from a diverse candidate pool about Astound, and it's opportunities.
Lincoln Tech College	Astound Recruiter	5/9/2024	This job fair gave me the opportunity to educate and source from a diverse candidate pool about Astound, and it's opportunities.
Team Work Englewood	Astound Recruiter	6/18/2024	This job fair gave me the opportunity to educate and source from a diverse candidate pool through a non profit event about Astound, and it's opportunities opportunities.
Astound Broadband	Astound Recruiter	6/19/2024	This job fair gave me the opportunity to educate and source from a diverse candidate pool about Astound, and it's opportunities.
Management Development Training	All Astound Managers	07/15/2023 - 07/14/2024	Ongoing training all year in combination of Live training and ready-to-go eLearning
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	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	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