

Starpower Communications, LLC. dba Astound Broadband
EEO Public File Report
Employment Unit # 11832
FCC Year July 15, 2023 through July 14, 2024

Total # of Full-Time Vacancies Filled During Period: 8
Total # People Interviewed for Full-Time Vacancies During Period: 51

Requisition Number	Posting Title	Application Source	# Of Interviews	# of Hires
DIREC007201	Direct Sales Representative - \$2000 Sign-on Bonus	Billboard	0	0
		Employee Referral	1	1
		Former Employee	0	0
		LinkedIn	0	0
		Indeed	1	0
		Appcast	3	0
DIREC007422	Direct Sales Representative- \$2,000 Sign-On Bonus	Appcast	6	0
		CollegeRecruiter	1	1
DIREC007854	Direct Sales Representative - \$2000 Sign-on Bonus	Newspaper Ad	0	0
		Glassdoor	0	0
		Indeed	0	0
		Appcast	3	1
DIREC007563	Direct Sales Representative- \$2,000 Sign-On Bonus	Employee Referral	1	0
		Appcast	2	1
ENTER007434	Enterprise Account Executive	3rd Party Agency	1	0
		Employee Referral	1	1
		LinkedIn	0	0
		Indeed	1	0
		Appcast	0	0
SENIO007737	Senior Strategic Account Executive-GEMS	3rd Party Agency	4	1
		Billboard	0	0
		LinkedIn	3	0
		State Job Board	0	0
		Glassdoor	0	0
		Indeed	0	0
		Appcast	0	0
		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	0	0
BUSIN007555	Business Account Executive	3rd Party Agency	1	1
		Indeed	1	0
		Appcast	0	0
DIREC007218	Direct Sales Representative- \$2,000 Sign-On Bonus	Employee Referral	1	0
		LinkedIn	1	0
		ZipRecruiter	3	0
		Indeed	2	0
		Appcast	14	1
		Astound Broadband Website - Careers Page	0	0
Grand Total			51	8

Starpower Communications, LLC. dba Astound Broadband
FCC Annual Report
Employment Unit ID # 11832
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,	857-404-0891	No
Zip Recruiter	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham,	857-404-0891	No
Appcast	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham,	857-404-0891	No
Monster	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham,	857-404-0891	No
Talent	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham,	857-404-0891	No
Adzuna	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham,	857-404-0891	No
Talroo	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham,	857-404-0891	No
Circa Mitratesh*	Tyler Kaplan tyler.kaplan@mitratesh.com	1000 N Water St Suite 1200, N	800-984-3775	No

*All Astound vacancies are distributed by our external partner, Circa, on the following diverse job boards: AfricanAmericanHires.com, AAILGBTJobs.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.

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Employment Unit ID # 11832
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	07/15/2023-07/14/2024	Astound Employee Referral Program to incent employees to help identify candidates and support diversity in hiring
Lincoln Technical College	Astound HR Debora Lewis	10/18/2023	Job Fair
Lincoln Technical College	Astound HR Debora Lewis	4/3/2024	Job Fair
Summer Internship Program	Astound Recruiters, DEI Team and	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 Employees	07/15/2023-07/14/2024	Modeling inclusive Leadership for all managers
Management Training Program	Astound Employees	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
SCTE 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
SCTE 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
Employee Training	Astound Employees	07/15/2023-07/14/2024	Microaggression Video
Employee Training	Astound Employees	07/15/2023-07/14/2024	Mind the Generational Gap
Employee Training	Astound Managers	07/15/2023-07/14/2024	Communicating Effectively (Management Essentials Interactive Manual)
Employee Training	Astound Managers	07/15/2023-07/14/2024	Building Work Relationships (Management Essentials Interactive Manual)
Employee Training	Astound Managers	07/15/2023-07/14/2024	Leading Others (Management Essentials Interactive Manual)
Employee Training	Astound Managers	07/15/2023-07/14/2024	Setting the Stage for Excellent Performance (Management Essentials Interactive Manual)
Employee Training	Astound Managers	07/15/2023-07/14/2024	Developing Employee Skills (Management Essentials Interactive Manual)
Employee Training	Astound Employees	07/15/2023-07/14/2024	Creating Goals using the Franklin Covey Method
Employee Training	Astound Employees	07/15/2023-07/14/2024	LinkedIn Navigator Presentation
Employee Training	Astound Employees	07/15/2023-07/14/2024	Preventing Harassment and Discrimination (Alternative): Non-Supevisors