#### EEO Public File Report Employment Unit ID 11965 King County - Bothell, WA FCC Year July 15, 2022 through July 14, 2023

#### Total # of Full-Time Vacancies Filled During Period: 13 Total # People Interviewed for Full-Time Vacancies During Period: 58

Brit Park Agency, Marci, Lindorg Alfrica         11           Agency         Agency         Agency         Agency           ARRI006772         Carrier Sales Manager         Enablisher Refrait         Imagency           ARRI006772         Associate Strategic Account Manager         Advance         Imagency           SSC0008971         Associate Strategic Account Manager         Advance         Imagency           SSC0008971         Associate Strategic Account Manager         Advance         Imagency           IRA1008966         Strategic Account Manager         Advance         Imagency           IRA1008966         Strategic Account Manager         Advance         Imagency           IRA1008966         Strategic Account Manager         Advance         Imagency         Imagency           IRA1008966         Strategic Account Manager         Advance         Imagency         Imagency           IRA1008966         Strategic Account Manager         Advance         Imagency         Imagency	Sri Party Agency, May, Lindey & Africa (1) Proceedings (1) Pro	Requisition Number	Posting Title	Source	# Of Interviews	
ARRI001772 Carrier Sales Manager ARRI001773 Carrier Sales Manager ARRI001773 AR00188 SSOC008971 AR00188 SSOC00897 AR0018 SSOC008971 AR00188 SSOC00897 AR0018 SSOC0089 AR0018 AR00	Aprocest and approximate and a	CORPO006485	Senior Corporate Counsel	Astound Career Board - External and Internal		
Indeed         Indeed         Indeed           ARBIN00772         Carrier Sales Manager         Advand Zeen Rost - Sternal and Internal         Indeed           ARBIN00772         Carrier Sales Manager         Advand Zeen Rost - Sternal and Internal         Indeed           ARBIN00772         Associate Strategic Account Manager         Advand Zeen Rost - Sternal and Internal         Indeed           Associate Strategic Account Manager         Advand Zeen Rost - Sternal and Internal         Indeed           SSOC006871         Associate Strategic Account Manager         Advand Zeen Rost - Sternal and Internal         Indeed           SSOC006871         Associate Strategic Account Manager         Advand Zeen Rost - Sternal and Internal         Indeed           TRAT001886         Strategic Searcing Manager         Advand Zeen Rost - Sternal and Internal         Indeed           IRAD01886         Strategic Searcing Manager         Advand Zeen Rost - Sternal and Internal         Indeed           IRAD01886         Strategic Searcing Manager         Advand Zeen Rost - Sternal and Internal         Indeed           IRECO08931         Dimeter Carner Sales         Advand Zeen Rost - Sternal and Internal         Indeed           IRECO08931         Dimeter Carner Sales         Advand Zeen Rost - Sternal and Internal         Indeed           IRECO08931         Dimeter Carner Sales	Indeed         Indeed         Indeed           CARRID00772         Carrier Sales Manager         Assure Carrer Soles Textmal and Internal         0           CARRID00772         Carrier Sales Manager         Assure Carrer Soles Textmal and Internal         0           Carrier Sales Manager         Assure Carrer Soles Textmal and Internal         0           Carrer Durated Manager         Assure Carrer Durated Manager         0           Assure Carrer Durated Manager         Assure Carrer Durated Manager         0           Assure Carrer Durated Manager         Assure Carrer Banager         0           Assure Carrer Durated Manager         Assure Carrer Durated Manager         0           Assure Carrer Durated Manager         Assure Carrer Durated Manager         0           Assure Carrer Durated Manager         Assure Carrer Durated Manager         0           Assure Carrer Durated Manager         Assure Carrer Durated Manager         0           Assure Carrer Durated Manager         Carrer Durated Manager         0           Assure Carrer Durated Manager         Carrer Carrer Durated Manager         0           Assure Carrer Durated Manager         Carrer Carrer Durated Manager         0           Assure Carrer Durated Manager         Carrer Carrer Durated Manager         0           Director Carrer East         C					
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FCC Annual Report Employment Unit ID 11965 King County - Bothell, WA Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2) July 15, 2022 - July 14, 2023					
<b>Source</b> 3rd Party Agency- Major, Lindsey and Africa	<b>Contact and Email</b> Alicia Oxner aoxner@mlaglobal.com	<b>Address</b> 7320 Parkway Drive S. Hanover, MD 21076	<b>Telephone</b> 410.579.3243	Entitled to Notifications	
Astound Career Board - External and Internal	Adilene Scarborough Adilene.Scarborough@astound.com	3700 Monte Villa Parkway, Suite 200 Bothell, WA 98021	425.217.4000	No	
Circa - AfricanAmericanHires.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No	
Circa - AllLGBTJobs.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No	
Circa - AsianHires.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No	
Circa - VeteranJobs.net	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No	
Circa - DisabilityJobs.net	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No	
Circa - LatinoJobs.org	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No	
Circa - OverFiftyJobs.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No	
Circa - NativeJobs.org	Joseph Irizarry joe.irizarry@mitratech.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No	

Source	Contact and Email Info@circaworks.com	Address	Telephone	Entitled to Notifications
Circa - WeHireWomen.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - DiversityJobs.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - WorkSource WA Job Board	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - General Outreach	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - Outreach to Employment Security Department	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - WashingtonJobNetwork	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - DiversityWashington	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - LocalJobNetwork.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
LinkedIn	Larry Gould www.linkedin.com Rebecca Hornak rebecca.hornak@astound.com	2029 Stierlin Ct Mountain View, CA 94043	312-650-7673	No
Indeed	Louis Rappaport rappaport@indeed.com	6433 Champion Grandview Way Building 1	646.58.6864 212.405.7744	No

Source	<b>Contact and Email</b> Gabrielle Misitano gmisitano@indeed.com	Address Austin, TX 78750	Telephone	Entitled to Notifications
Company Vehicle Advertisement	Vanessa Perry vanessa.perry@astound.com Astound Broadband Company Vehicles have advertisements, they drive within each market. https://www.astound.com/about-us/careers/		609.452.2543	No
Social Media Outreach; Facebook, Twitter, Instagram	Julie Thomas julie.thomas@astound.com Rebecca Hornak rebecca.hornak@astound.com www.facebook.com	1 Hacker Way Menlo Park, CA 94025	650-308-7300	No
Appcast - BuyerAds Postings	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857.404.0891	No
Cross Channel Advertising (TV Spot)	Vanessa Perry vanessa,perry@astound.com 15 second spots running on our cable channel line-up in each market		609-452-2543	No

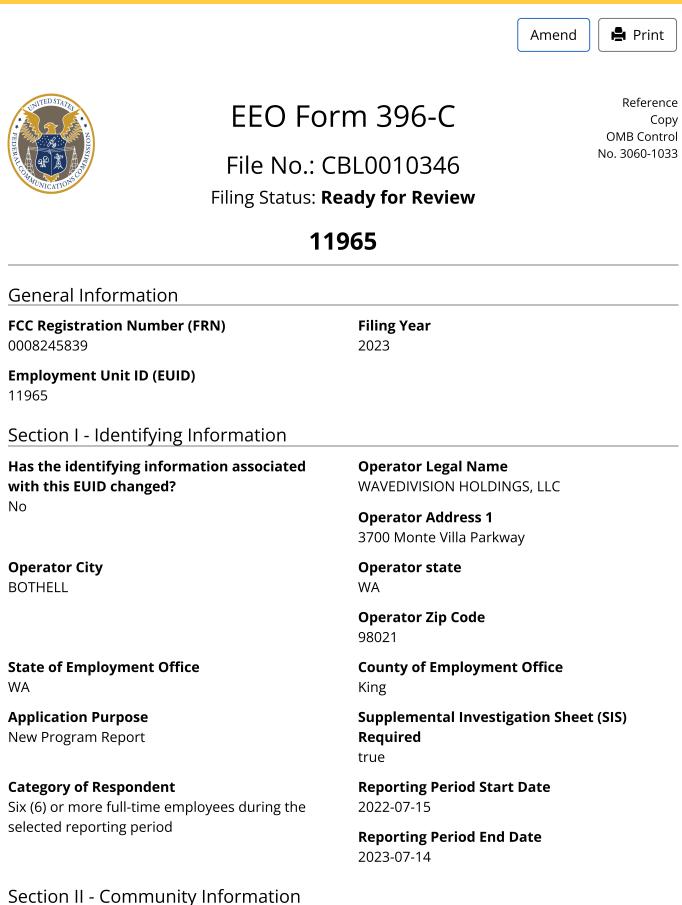
		oldings, LLC. dba Astound B nployment Unit ID 11965	roadband
		ing County Bothell, WA	
		Recruitment Report - 76.1702	2(b)(3)
		i, 2022 through July 14, 2023	
Outreach Efforts	Sponsor	Date	Description
Employee Referral Program	Astound Broadband	Ongoing	Company referral program to incentivize employees to help identify candidates and support diversity in hiring. Astouno has an online company rearning resource, AskLexi, where we provide educational training courses that enable unit personnel the
			Ascound has an online council realing resource, Ascea, where we provide council and any counces that endue on the personnel are opportunity to acquire skills that could qualify them for higher level positions within the multichanel video programming distributor employment
			industry. Some offered trainings include, but are not limited to, career and employment development, Diversity Equity and Inclusion training,
			Equal Employment Opportunity training, personal/professional development, and skillsets in areas such as operations, technial, sale, leadership,
			business, safety/compliance, sales, product knowledge, etc. We supply employees with on-demand training modules available to foster career
	Astound Broadband	0	growth opportunties and provided the opportunity to participate in training based on development goals and interests, as well as assigned training based on the role within the organization.
AskLexi Learning Resource Program	Astound Broadband	Ongoing	Dased on the role within the organization. Astound provided an Internship Program in 2023 where we provided numerous students the opportunity to intern and get exposure to the
			multichannel video programming distributor employment industry. During our internship program we offered training, education, resources, and
			working knowledge of the multichannel video programming distributor industry. We offered various industry positions such as Human Resources,
			Finance, Accounting, Information Technology (IT), Business, Marketing, Technical Operations, Training & Development, Sales, Data Analysis,
Internships	Astound Broadband	May - August 2023	Project Management, etc. Astound posts positions and general community outreach to our various company social media pages, such as Instagram, Twitter, LinkedIn, and
			more, that allows employees and those interested in career opportuites within the multichannel video programming distributor employment
Social Media Outreach	Astound Broadband	Ongoing	industry to share information, job postings, and general career opportunities
			Astound designed ongoing mentoring programs with training to enable unit personnel to acquire skills that could qualify them for higher level
			positions within the multichannel video programming distributor employment industry. We supply employees with online and in-person training modules excludes the factor server argued personant industry and protecting training interaction of the personal devices and the personal devices and the personal devices are as a server of the personal devices are as a serve
			modules available to foster career growth opportunties. Some offered mentoring trainings include, but are not limited to, personal development, professional development, customer service, leadership, soft skills, technical, business, safety and compliance, sales, product knowledge, and
			more. Employees are assigned training based on the role within the organization, as well as opportunity to participate in training based on
Employee Training Program	Astound Broadband	Ongoing	development goals.
			Astound Broadband has company vehicles with advertisements, they drive within each market to increase brand awareness and career
Company Vehile Advertisements	Astound Broadband	Ongoing	opportunities at Astound. https://www.astound.com/about-us/careers/
Tuition Reimburstment Program	Astound Broadband	Oracian	Astound provides internal employees with a tuition reimburstment-scholarship program designed to assist students interested in pursuing a career list and the students interested in pursuing a career list and the students interested in th
Tulion Reimburstment Program	Astound Broadband	Ongoing	in multichannel video programming communications. We advertise this program to the general community and candidate pools. Partnered with ModelXExpand to provide training to Astound management level personnel as to methods of ensuring equal employment
ModelExpand x Astound Inclusive Hiring Training Series	ModelExpand & Astound Broadband	June 20, 22nd, & 27th, 2023	opportunity and preventing discrimination.
			Astound Broadband organized and hosted a virtual career fair for all open positions in our west coast states to expand our candidate pool and
Hosted Astound Virtual Career Fair	Astound Broadband	March 8th, 2023	outreach efforts.
Hosted Astound Virtual Career Fair	Astound Broadband	October 22nd, 2022	Astound Broadband organized and hosted a virtual career fair for all open positions in our west coast states to expand our candidate pool and outreach efforts.
General outreach to Asian Counseling and Referral Service	Circa on behalf of Astound Broadband	7/19/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to CASA Latina	Circa on behalf of Astound Broadband	8/1/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Neighborhood House	Circa on behalf of Astound Broadband	8/9/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Center For Administering Rehabilitation and Employment Services (CARES)	Circa on behalf of Astound Broadband	7/26/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to ESGR - Employer Support of the Guard and Reserve - Seattle General outreach to State of Washington Division of Vocational Rehab	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	8/21/2022 12/10/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Cascadia College Center for Culture, Inclusion, and Community	Circa on behalf of Astound Broadband	12/4/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Chinese Information and Service Center	Circa on behalf of Astound Broadband	11/14/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to State of Washington Division of Vocational Rehabilitation - Mount Vernon	Circa on behalf of Astound Broadband	11/29/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Everett Vet Center	Circa on behalf of Astound Broadband	11/19/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Kitsap Community Resources General outreach to WorkSource Affiliate North Seattle - Serving King County - Veteran Services	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	11/2/2022 11/2/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WorkSource Auburn	Circa on behalf of Astound Broadband	11/2/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WorkSource Everett-WorkSource Center Serving Snohomish County	Circa on behalf of Astound Broadband	11/2/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WorkSource Kitsap County-WorkSource Center Serving Kitsap County - Veteran Services	Circa on behalf of Astound Broadband	11/2/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WorkSource North Seattle	Circa on behalf of Astound Broadband	11/2/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WorkSource Pierce County General outreach to WorkSource Rainier	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	11/2/2022 11/2/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WorkSource Monroe	Circa on behalf of Astound Broadband	7/20/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Washington State Commission on Asian Pacific American Affairs	Circa on behalf of Astound Broadband	8/31/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Catholic Charities of Portland	Circa on behalf of Astound Broadband	9/6/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Elk Grove Adult & Community Education	Circa on behalf of Astound Broadband	8/1/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Greater Sacramento Urban League General outreach to Opportunity Junction	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	7/31/2022 8/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to South San Francisco Adult Education	Circa on behalf of Astound Broadband	8/10/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Commission for the Blind	Circa on behalf of Astound Broadband	9/1/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Community Access Services	Circa on behalf of Astound Broadband	8/30/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Community Integrated Work Program Inc	Circa on behalf of Astound Broadband	9/2/2022 7/24/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Crossroads Diversified Services, Inc. General outreach to PRIDE Industries	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	7/24/2022 7/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to FINDE Industries	Circa on behalf of Astound Broadband	7/31/2022	Circa and Astound broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to The ARC of Placer	Circa on behalf of Astound Broadband	8/19/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to The Arc of San Bernadino Area	Circa on behalf of Astound Broadband	8/11/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to United Cerebral Palsy of Oregon and Southwest Washington General outreach to Vocational Rehabilitation - Auburn Branch	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	9/6/2022 9/10/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Vocational Rehabilitation - Auburn Branch General outreach to Vocational Rehabilitation - Woodland Branch	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	8/4/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Vocational Venabilitation - Woodalid Branch	Circa on behalf of Astound Broadband		Circa and Astound Broadbard partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.

Conserved automoush to Asian Department		0/7/0000	
General outreach to Asian Resources General outreach to El Concilio - CalWORKs Lodi	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	8/7/2022 7/21/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to El Concilio - CalWORKs Tracy	Circa on behalf of Astound Broadband	7/21/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to El Concilio - Manteca Office	Circa on behalf of Astound Broadband	9/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing undergresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing undergresented peoples and communities.
General outreach to NAACP - Sacramento	Circa on behalf of Astound Broadband	7/23/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Upwardly Global - San Francisco	Circa on behalf of Astound Broadband	7/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Alameda County Vocational Program	Circa on behalf of Astound Broadband	8/26/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to First Source Hiring Program	Circa on behalf of Astound Broadband	7/25/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WorkforceNapa Business & Career Center	Circa on behalf of Astound Broadband	7/21/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to College of Alamada Carer and Employment Center	Circa on behalf of Astound Broadband	7/20/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Disabled American Veterans - Dick Bilyeu Chapter 93	Circa on behalf of Astound Broadband	7/30/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Disabled American Veterans - Oakland Chapter 7 General outreach to Disabled American Veterans - Vancouver #4	Circa on behalf of Astound Broadband	7/19/2022 9/9/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Easterseals Oregon	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	9/14/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to EDD Vallejo California	Circa on behalf of Astound Broadband	7/20/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Eden Area Multiservice Center	Circa on behalf of Astound Broadband	7/20/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Employment Development Department - San Rafael	Circa on behalf of Astound Broadband	7/20/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Employment Development Department - Fairfield	Circa on behalf of Astound Broadband	7/20/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Employment Development Department - San Carlos	Circa on behalf of Astound Broadband	7/20/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Mark Sanders America's Job Center of California	Circa on behalf of Astound Broadband	7/21/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Martinez Outpatient Clinic	Circa on behalf of Astound Broadband	7/24/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to RichmondWORKS	Circa on behalf of Astound Broadband	7/20/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Salem Vet Center	Circa on behalf of Astound Broadband	9/3/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Veterans Equity Center General outreach to National Federation of the Blind of Illinois	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	8/15/2022 7/29/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Vocational Rehabilitation - Milwaukie	Circa on behalf of Astound Broadband	7/16/2022	Circa and Astound broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Poder Learning Center	Circa on behalf of Astound Broadband	7/22/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to University of Chicago- Career Center	Circa on behalf of Astound Broadband	7/19/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Society of American Military Engineers - Chicago	Circa on behalf of Astound Broadband	7/15/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Washington County Veteran Services	Circa on behalf of Astound Broadband	7/23/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Dress For Success - Chicago	Circa on behalf of Astound Broadband	7/27/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Bettendorf Place	Circa on behalf of Astound Broadband	10/24/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Christopher House	Circa on behalf of Astound Broadband	12/1/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Immigrant and Refugee Community Organization (IRCO)	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	10/6/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Partners In Progress General outreach to Recovery Survival Network	Circa on behalf of Astound Broadband	10/2/2022 11/29/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to TRICE Occupational Consulting Solutions, LLC	Circa on behalf of Astound Broadband	11/24/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Woodlawn Employment Center	Circa on behalf of Astound Broadband	9/30/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Avenues To Independence	Circa on behalf of Astound Broadband	11/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Center For Independent Living, Inc.	Circa on behalf of Astound Broadband	10/9/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Incight	Circa on behalf of Astound Broadband	12/2/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Independent Living Resource Center San Francisco (	Circa on behalf of Astound Broadband	9/20/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Vocational Rehabilitation - Beaverton	Circa on behalf of Astound Broadband	10/14/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Vocational Rehabilitation - Clackamas	Circa on behalf of Astound Broadband	11/9/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Centro Romero General outreach to Chicago Urban League	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	11/15/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Chinese American Service League	Circa on behalf of Astound Broadband	11/21/2022 11/14/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Italian-American Chamber of Commerce - Chicago	Circa on behalf of Astound Broadband	10/31/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Mission Language and Vocational School	Circa on behalf of Astound Broadband	9/18/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Mujeres Latinas En Accion - Chicago	Circa on behalf of Astound Broadband	12/4/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Urban League of Metropolitan Seattle	Circa on behalf of Astound Broadband	9/16/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Portland Metropolitan Workforce Training Center	Circa on behalf of Astound Broadband	11/18/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Southern Oregon University	Circa on behalf of Astound Broadband	9/18/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Trinity Christian College General outreach to Community Career Center	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	10/22/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Connect Vets	Circa on behalf of Astound Broadband	9/17/2022 11/6/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Disabled American Veterans - J H Patton Chapter #6	Circa on behalf of Astound Broadband	11/8/2022	Circa and Astound broadband partnered to conduct oureach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct oureach to various organizations servicing underrepresented peoples and communities.
General outreach to Disabled American Veterans - Wht Eagle-Lgn Sq Chapter 36	Circa on behalf of Astound Broadband	10/3/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to DuPage County Workforce Development Division	Circa on behalf of Astound Broadband	9/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to El Centro East One-Stop Business & Employment Services	Circa on behalf of Astound Broadband	9/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Evanston Vet Center	Circa on behalf of Astound Broadband	11/26/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to IDES - Lombard	Circa on behalf of Astound Broadband	9/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to National Women Veteran United / SGT Simone A. Robinson	Circa on behalf of Astound Broadband		
Military Women Veteran's Center		9/24/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to North Suburban Cook County American Job Center General outreach to Volunteers of America - Illinois	Circa on behalf of Astound Broadband	9/17/2022 9/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Volunteers of America - Illinois General outreach to WorkSource Baker City	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	9/28/2022 9/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WorkSource Pullman	Circa on behalf of Astound Broadband	9/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Maitri	Circa on behalf of Astound Broadband	11/16/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to YWCA Clark County	Circa on behalf of Astound Broadband	10/29/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to DESI/Job Corps - Washington Project Office	Circa on behalf of Astound Broadband	8/20/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Association of Community Employment Programs for the Homeless (ACE)	Circa on behalf of Astound Broadband	12/8/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
	Circa on Benair of Astoana Broadbana		
General outreach to Environmentalists of Color	Circa on behalf of Astound Broadband	12/8/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Upwardly Global - Chicago	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	12/5/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Upwardly Global - Chicago General outreach to Youth Job Center of Evanston, Inc.	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	12/5/2022 12/23/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Upwardly Global - Chicago	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	12/5/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.

General outreach to Job Path, Inc.	Circa on behalf of Astound Broadband	12/8/2022	Circo and Astrony Providend patterned to conduct outrook to unrigue propriations convision undercorresponded package and communities
General outreach to Washington State Division of Vocational Rehabilitation - SeaTac Office	Circa on behalf of Astound Broadband	12/3/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to National Forum for Black Public Administrators - Houston	Circa on behalf of Astound Broadband	12/7/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to National Hispanic Professional Organization - Houston	Circa on behalf of Astound Broadband	12/4/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to The Doe Fund	Circa on behalf of Astound Broadband	12/27/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Alfred University	Circa on behalf of Astound Broadband	12/16/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Borough of Manhattan Community College General outreach to Canisius College	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	12/5/2022 12/9/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Carlistic College General outreach to Carleer Development at Angelo State University	Circa on behalf of Astound Broadband	12/9/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Career Management Services Center (CMSC) at Medgar Evers College	Circa on behalf of Astound Broadband	12/29/2022	Girea and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Central Washington University	Circa on behalf of Astound Broadband	12/3/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Dallas Baptist University	Circa on behalf of Astound Broadband	12/29/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Eastern Washington University	Circa on behalf of Astound Broadband	12/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Fordham University - Rose Hill Campus	Circa on behalf of Astound Broadband	12/2/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Gonzaga University General outreach to Harold Washington College	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	12/3/2022 12/19/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Long Island University - Brooklyn Campus	Circa on behalf of Astound Broadband	12/3/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Monroe College	Circa on behalf of Astound Broadband	12/9/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Mount Saint Mary's University	Circa on behalf of Astound Broadband	12/2/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to New School University	Circa on behalf of Astound Broadband	12/10/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Nyack College	Circa on behalf of Astound Broadband	12/2/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Quincy University General outreach to Saint Edwards University	Circa on behalf of Astound Broadband	12/3/2022 12/4/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Saint Edwards University General outreach to St. Bonaventure University	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	12/2/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to St. John's University - Queens Campus	Circa on behalf of Astound Broadband	12/6/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to SUNY - Fredonia	Circa on behalf of Astound Broadband	12/23/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Trinity International University	Circa on behalf of Astound Broadband	12/24/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Wright College	Circa on behalf of Astound Broadband	12/3/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Chautauqua Works One-Stop	Circa on behalf of Astound Broadband	12/3/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Greater Texarkana Workforce Center General outreach to The Women's Center of Greater Chicago Land	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	12/3/2022 12/29/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Women's Resource Center - Champaign		12/10/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Soldier For Life - Transition Assistance Program - Fort Lewis	Circa on behalf of Astound Broadband	12/1/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Alliance of People with disAbilities - Redmond	Circa on behalf of Astound Broadband	10/15/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Goodwill Industries Job Connection - Portland	Circa on behalf of Astound Broadband	8/27/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Vocational Rehabilitation	Circa on behalf of Astound Broadband	7/30/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Greater Seattle Business Association	Circa on behalf of Astound Broadband	9/29/2022 8/22/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Oregon National Guard General outreach to VA Portland Health Care System	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	8/6/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Asian Counseling and Referral Service	Circa on behalf of Astound Broadband	8/24/2022	Girea and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Clover Park Technical College - Veterans Resource Center	Circa on behalf of Astound Broadband	7/20/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Disabled American Veterans - Bremerton #5	Circa on behalf of Astound Broadband	9/5/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Monterey Peninsula College	Circa on behalf of Astound Broadband	11/23/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Pacific Union College General outreach to Seattle Central Community College	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	11/18/2022 11/26/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Seattle Central Community Conege General outreach to California State University Chico - Student Veteran Organization		11/29/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to ESDS: California	Circa on behalf of Astound Broadband	11/1/2022	Girea and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WorkSource Vancouver -WorkSource Center Serving Clark County	Circa on behalf of Astound Broadband	11/1/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to United Indians of All Tribes Foundation	Circa on behalf of Astound Broadband	10/21/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Humphreys College - Stockton	Circa on behalf of Astound Broadband	8/11/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Soka University of America	Circa on behalf of Astound Broadband	8/16/2022 8/31/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to University of the Pacific, Stockton Campus General outreach to Yuba County One Stop	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	8/31/2022 7/26/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Fuba County One stop	Circa on behalf of Astound Broadband	7/21/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Disabled American Veterans - Bellingham #19	Circa on behalf of Astound Broadband	12/3/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to HSWL Seattle	Circa on behalf of Astound Broadband	12/16/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Lacey Veterans Services Hub	Circa on behalf of Astound Broadband	12/5/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to University of Washington - School of Public Health	Circa on behalf of Astound Broadband	7/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to FCNI-Family Care Network, Inc General outreach to Hire-Ability Employment Services	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	7/28/2022 7/27/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Hire-Ability Employment Services General outreach to Vocational Rehabilitation - Mcminnville	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	7/30/2022	Lica and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Vocational Rehabilitation - North Salem Branch Office	Circa on behalf of Astound Broadband	8/2/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to LULAC -Council #3252	Circa on behalf of Astound Broadband	8/2/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Richmond Works Once Stop Carer Center	Circa on behalf of Astound Broadband	8/26/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Workforce Southwest Washington	Circa on behalf of Astound Broadband	8/4/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to TechSkills - Sacramento	Circa on behalf of Astound Broadband	7/27/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Willamette Education Service District General outreach to American GI Forum - Santa Maria	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	7/28/2022 7/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Benton County Veteran Services	Circa on behalf of Astound Broadband	7/30/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Disabled American Veterans - Memorial Chapter 45	Circa on behalf of Astound Broadband	7/30/2022	Grea and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Employment Development Department Workforce Services	Circa on behalf of Astound Broadband	7/27/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Oregon Employment Department Veteran Services - Hillsboro	Circa on behalf of Astound Broadband	7/27/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Rubicon Programs	Circa on behalf of Astound Broadband	8/1/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to San Luis Obispo County Veterans Services	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	7/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to San Luis Obispo Vet Center General outreach to Worksource Clackamas	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	7/28/2022 7/27/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WorkSource Vancouver	Circa on behalf of Astound Broadband	7/27/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.

General outreach to Home Forward	Circa on behalf of Astound Broadband	9/4/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Val Ogden Center	Circa on behalf of Astound Broadband	9/1/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to University at Buffalo School of Management	Circa on behalf of Astound Broadband	8/7/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Marion County Veteran Services General outreach to Department of Rehabilitation	Circa on behalf of Astound Broadband	7/19/2022 7/30/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Peter Johansen High School	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	7/30/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Disabled American Veterans - Herman Rogers #32	Circa on behalf of Astound Broadband	7/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Tuolumne County Veterans Services	Circa on behalf of Astound Broadband	7/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to U.S. Department of Veterans Affairs - Portland Regional Office	Circa on behalf of Astound Broadband	8/6/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Bradley Angle House	Circa on behalf of Astound Broadband	8/10/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Computer Technologies Program	Circa on behalf of Astound Broadband	8/11/2022	Since and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Horizons Unlimited	Circa on behalf of Astound Broadband	8/14/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations serving undertopresented peoples and communities.
General outreach to Edmonds College - Career Action Center	Circa on behalf of Astound Broadband	8/4/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Incsys - Power4Vets	Circa on behalf of Astound Broadband	8/9/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Society of Hispanic Professional Engineers -University of Washington	Circa on behalf of Astound Broadband	11/9/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WTS - Puget Sound Chapter	Circa on behalf of Astound Broadband	9/9/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Society of American Military Engineers - San Francisco Post	Circa on behalf of Astound Broadband	7/18/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to YWCA Berkeley /Oakland	Circa on behalf of Astound Broadband	7/25/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Catholic Community Services	Circa on behalf of Astound Broadband	8/9/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Hope Alliance	Circa on behalf of Astound Broadband	8/9/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Workforce Solutions - South	Circa on behalf of Astound Broadband	7/19/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Workforce Solutions Career Center - East	Circa on behalf of Astound Broadband	7/26/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Veterans County Service Officers Association of Texas - Travis	Circa on behalf of Astound Broadband	8/16/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to California State University Fresno-Engineering School	Circa on behalf of Astound Broadband	7/16/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Foothill College	Circa on behalf of Astound Broadband	7/25/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to International Rescue Committee	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	6/27/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Division of Vocational Rehabilitation - Everett		7/7/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Salem For Refugees General outreach to East Bay Innovations	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	3/16/2023 3/21/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Goodwill Industries of Seattle	Circa on behalf of Astound Broadband	3/17/2023	
General outreach to Independence Associates Center for Independent Living	Circa on behalf of Astound Broadband	3/19/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to The Janet Pomeroy Center	Circa on behalf of Astound Broadband	3/17/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Back 2 Work at Butte County Office of Education	Circa on behalf of Astound Broadband	3/21/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations serving undertopresented peoples and communities.
General outreach to Central City Concern	Circa on behalf of Astound Broadband	3/22/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to MassHire Berksire Career Center	Circa on behalf of Astound Broadband	3/17/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Veterans Inc.	Circa on behalf of Astound Broadband	3/19/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to YWCA of San Francisco & Marin	Circa on behalf of Astound Broadband	3/20/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Susquehanna University	Circa on behalf of Astound Broadband	5/8/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Luzerne County Veterans Affairs	Circa on behalf of Astound Broadband	5/8/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Boys & Girls Aid	Circa on behalf of Astound Broadband	6/22/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Gary Job Corps Community	Circa on behalf of Astound Broadband	6/29/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Transition Projects	Circa on behalf of Astound Broadband	6/29/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to TX Workforce Solutions Vocational Rehabilitation - New Braunfels	Circa on behalf of Astound Broadband	7/13/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to TX Workforce Solutions Vocational Rehabilitation - Seguin	Circa on behalf of Astound Broadband	7/6/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Alamo Asian American Chamber of Commerce	Circa on behalf of Astound Broadband	7/7/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Endeavors Unlimited	Circa on behalf of Astound Broadband	7/5/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Workforce Solutions - Rural Capital Area	Circa on behalf of Astound Broadband	6/29/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Klamath Community College	Circa on behalf of Astound Broadband	6/28/2023 6/26/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Lyon College General outreach to Disabled American Veterans - Antonio Hernandez Chapter 25	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	7/5/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Disabled American Veterans - Kel-Lac Chapter 114	Circa on behalf of Astound Broadband	6/28/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing under epresented peoples and communities.
General outreach to Disabled American Veterans - Randolph Area Chapter 114	Circa on behalf of Astound Broadband	6/29/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Disabled American Veterans "Kandolph Area Chapter 17 General outreach to Joint Base San Antonio (Lackland Randolph Sam Houston)	Circa on behalf of Astound Broadband	7/13/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Partners In Careers	Circa on behalf of Astound Broadband	7/11/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations serving undertopresented peoples and communities.
General outreach to Veterans County Service Officers Association of Texas - Bandera	Circa on behalf of Astound Broadband	7/13/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Workforce Solutions Panhandle- Amarillo	Circa on behalf of Astound Broadband	6/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Worksource Solutions - Rural Capital Area	Circa on behalf of Astound Broadband	6/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Family Violence Prevention Services	Circa on behalf of Astound Broadband	6/28/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Center on Juvenile and Criminal Justice	Circa on behalf of Astound Broadband	3/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to CEO Food Pantry (Hazleton/Wilkes Barre/Tunkhannock)	Circa on behalf of Astound Broadband	3/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Enterprise for Youth	Circa on behalf of Astound Broadband	3/26/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Renaissance Parents Of Success	Circa on behalf of Astound Broadband	3/29/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Keystone Community Resources HQ	Circa on behalf of Astound Broadband	3/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Managed Care Network	Circa on behalf of Astound Broadband	3/24/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Vocational Rehabilitation Services - Wilkes-Barre	Circa on behalf of Astound Broadband	3/27/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to United Neighborhood Centers of NEPA	Circa on behalf of Astound Broadband	3/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Lackawanna County Veterans Affairs	Circa on behalf of Astound Broadband	3/27/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Sonoma County Veterans Services General outreach to Sullivan County Veterans Affairs	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	3/22/2023 3/27/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Sullivan County Veterans Affairs	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	3/27/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to South Bronx Job Corps Center	Circa on behalf of Astound Broadband	1/3/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
	Circa on behalf of Astound Broadband	1/2/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Rockford College		2/23/2023	
General outreach to Rockford College General outreach to ColorStack	Circa on behalf of Astound Broadband	2/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Rockford College		2/23/2023 2/24/2023 2/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Rockford College General outreach to ColorStack General outreach to Embark at CityWorks DC	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	2/24/2023	
General outreach to Rockford College General outreach to ColorStack General outreach to Embark at CityWorks DC General outreach to Jewish Family Service of Greater Dallas	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	2/24/2023 2/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.

General outreach to Upwardly Global - Washington, D.C.	Circa on behalf of Astound Broadband	2/27/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Year Up - Chicago	Circa on behalf of Astound Broadband	2/23/2023 2/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Korean Engineering and Science Society (KESS) - UIUC	Circa on behalf of Astound Broadband		Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to SACNAS -University of Illinois at Chicago Chapter	Circa on behalf of Astound Broadband	2/28/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Elizabeth City State University	Circa on behalf of Astound Broadband	2/26/2023 3/2/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Virginia State University	Circa on behalf of Astound Broadband	2/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to National Able Network	Circa on behalf of Astound Broadband	2/9/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Northeast Employment Collaborative	Circa on behalf of Astound Broadband	2/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Vocational Rehabilitation - Worcester Office	Circa on behalf of Astound Broadband	2/25/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Work Opportunities Unlimited - Worcester General outreach to Concerned Black Men (CBM) National Office	Circa on behalf of Astound Broadband	2/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Concerned Black Men (CBM) National Office General outreach to Center for Career & Professional Development at Austin College	Circa on behalf of Astound Broadband	2/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Center for Career & Professional Development at Austin College General outreach to Fairfax County Public Schools - Career and Transition Services	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	3/3/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Potomac College	Circa on behalf of Astound Broadband	3/1/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Disabled American Veterans - Fitchburg #30		3/5/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to HSWL WLS	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	2/27/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to HVSD - Homeless Veterans Services of Dallas	Circa on behalf of Astound Broadband	2/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Military Hiring Accelerator	Circa on behalf of Astound Broadband	2/24/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Minitaly Hinnig Accelerator General outreach to National Association for Black Veterans - Washington DC Chapter	Circa on behalf of Astound Broadband	2/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underepresented peoples and communities.
General outreach to VA Whichita Regional Office	Circa on behalf of Astound Broadband	2/27/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underepresented peoples and communities.
General outreach to Washington DC VA Medical Center	Circa on behalf of Astound Broadband	2/25/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to DCCADV-DC Coalition Against Domestic Violence	Circa on behall of Astound Broadband	2/23/2023	Circa and Astound broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to DECADV-DE Coantion Against Domestic Violence	Circa on behalf of Astound Broadband	2/26/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WTC/S Austin General outreach to WTS-Women's Transportation Seminar-Greater Chicago Chapter	Circa on behalf of Astound Broadband	2/23/2023	Circa and Astound Broadbard partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Wission of Vocational Rehabilitation - Lynnwood	Circa on behalf of Astound Broadband	3/3/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Seattle Vet Center	Circa on behalf of Astound Broadband	3/11/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Seattle Ver Center	Circa on behalf of Astound Broadband	3/16/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to City University	Circa on behalf of Astound Broadband	3/9/2023	Girca and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Adonai	Circa on behalf of Astound Broadband	4/28/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underpresented peoples and communities.
General outreach to Refugee Resettlement Office	Circa on behalf of Astound Broadband	5/12/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underpresented peoples and communities.
General outreach to HSWL San Pedro	Circa on behalf of Astound Broadband	5/29/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underpresented peoples and communities.
General outreach to Worksystems	Circa on behalf of Astound Broadband	2/16/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Disabled American Veterans - Tumwater #41	Circa on behalf of Astound Broadband	2/4/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Hack The Hood	Circa on behalf of Astound Broadband	4/6/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WISH (Women Involved in Software & Hardware)	Circa on behalf of Astound Broadband	4/7/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Sacramento Hispanic Chamber of Commerce	Circa on behalf of Astound Broadband	5/19/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Bellingham Division of Vocational Rehabilitation	Circa on behalf of Astound Broadband	6/24/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Colville WorkSource Division of Vocational Rehabilitation	Circa on behalf of Astound Broadband	1/25/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Employ America	Circa on behalf of Astound Broadband	5/4/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to California State University Chico-Engineering School	Circa on behalf of Astound Broadband	4/16/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Chapman University	Circa on behalf of Astound Broadband	3/29/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Compton College	Circa on behalf of Astound Broadband	5/16/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to USC Viterbi-School of Engineering	Circa on behalf of Astound Broadband	5/11/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to VA Greater Los Angeles Healthcare System	Circa on behalf of Astound Broadband	6/15/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WTS - Orange County Chapter	Circa on behalf of Astound Broadband	4/9/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WTS-Women's Transportation Seminar-Inland Empire Chapter	Circa on behalf of Astound Broadband	5/1/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Matt Dishman Community Center	Circa on behalf of Astound Broadband	5/9/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Civic League of Greater New Brunswick	Circa on behalf of Astound Broadband	3/14/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Crossroads at Park Place, Inc. General outreach to Houston Area Urban League	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	3/23/2023 3/20/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Houston Area Urban League General outreach to Marcy-Newberry Association, Inc Job Training & Placement	Circa on behalf of Astound Broadband	3/20/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Northwell Health -Vocational Rehabilitation Program	Circa on behalf of Astound Broadband	3/17/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Northwell Health - vocational Renabilitation Program	Circa on behalf of Astound Broadband	3/22/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Rest Buddies - Illinois	Circa on behalf of Astound Broadband	3/16/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underepresented peoples and communities.
General outreach to Fedcap Rehabilitation Services	Circa on behalf of Astound Broadband	3/15/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Helping Hand Center	Circa on behalf of Astound Broadband	3/18/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Lehigh Valley Center for Independent Living (LVCIL)	Circa on behalf of Astound Broadband	3/18/2023	Girca and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Project Freedom, Inc Robbinsville	Circa on behalf of Astound Broadband	3/14/2023	Girca and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Vocational Rehabilitation Services - Allentown	Circa on behalf of Astound Broadband	3/18/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Corazon Community Services	Circa on behalf of Astound Broadband	3/19/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Dominican Women's Development Center	Circa on behalf of Astound Broadband	3/15/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to PA CareerLink Lehigh Valley	Circa on behalf of Astound Broadband	3/18/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Union County College	Circa on behalf of Astound Broadband	3/21/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Disabled American Veterans - A G Tricentennial Chapter 84	Circa on behalf of Astound Broadband	3/16/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Disabled American Veterans - Lehigh Valley #7	Circa on behalf of Astound Broadband	3/15/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Fort Belvoir Warrior Transition Battalion		3/14/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
	Circa on behalf of Astound Broadband		
General outreach to Houston VA Regional Office - VR&E	Circa on behalf of Astound Broadband	3/15/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Houston VA Regional Office - VR&E General outreach to IDES - Veteran Intensive Services Coordinator	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	3/15/2023 3/16/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Houston VA Regional Office - VR&E General outreach to IDES - Veteran Intensive Services Coordinator General outreach to Newton One Stop Career Center	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	3/15/2023 3/16/2023 3/15/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Houston VA Regional Office - VR&E General outreach to IDES - Veteran Intensive Services Coordinator General outreach to Newton One Stop Career Center General outreach to PA CareerLink Mercer County	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	3/15/2023 3/16/2023 3/15/2023 3/15/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
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### Communities

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## Section III - EEO Policy and Program Requirements

<b>Complied with outreach provisions</b>	Disseminated widely EEO Program
Yes	Yes
<b>Contacted multiple sources of applicants</b> Yes	<b>Offered promotions in nondiscriminatory manner</b> Yes
<b>Sought out entrepreneurs in a</b>	Analyzed the results of efforts to recruit hire
nondiscriminatory manner	promote and use services
Yes	Yes
<b>Defined responsibility of management</b> Yes	<b>Conducted continuing program to exclude prejudice</b> Yes

**Conducted continuing review of job structure** Yes

## Section IV - Additional Information

FCC FORM 396-C -- Supplemental Investigation Sheet PART I - PART I - Employee Job Descriptions

Job Description Sales Workers **Exhibit Employee Job Descriptions** Job Description - Sales Worker.pdf

# PART II - Inquiries Concerning EEO Program and Practices

**SIS Question 2** 2023 SIS Response - Unit 11965 - King County -Questions 2.pdf

**SIS Question 3** 2023 SIS Response - Unit 11965 - King County -Questions 3.pdf **SIS Question 6** 2023 SIS Response - Unit 11965 - King County -Questions 6.pdf

# PART III - EEO Public File Report

**EEO Public File Report for Previous Year** Bothell, WA 11965 Unit - FCC 2023.xlsx

**Exhibits** 

**Exhibit Employee Job Descriptions** Job Description - Sales Worker.pdf

### EEO Public File Report for Previous Year

Bothell, WA 11965 Unit - FCC 2023.xlsx

SIS Question 2 2023 SIS Response - Unit 11965 - King County -Questions 2.pdf

## SIS Question 3

2023 SIS Response - Unit 11965 - King County -Questions 3.pdf **SIS Question 6** 2023 SIS Response - Unit 11965 - King County -Questions 6.pdf

# Certifications

I certify that to the best of my knowledge, information and belief, all statements contained in this filing are true and correct. WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

# **Certifier Information**

**Certifying Official Name and Signature** Amy Atkins **Certifying Official Title** VP Human Resources

EEO Form - Cable Operations & Licensing System (COALS)

**Certifying Official Phone** 903-805-5855 **Certifying Official Email** amy.atkins@astound.com

**Certifying Date Signed** 2023-09-27