EEO Public File Report Employment Unit ID 12002 Contra Costa - Concord, CA FCC Year July 15, 2022 through July 14, 2023

Total # of Full-Time Vacancies Filled During Period: 10 Total # People Interviewed for Full-Time Vacancies During Period: 37

Requisition Number	Posting Title	Source	# of Interviews	# of Hires
SMALL005840	Small Business Account Representative	Astound Career Board - External and Internal	1	
		Appcast	0	
		Company Vehicle Advertisement	0	
		Indeed	1	
		LinkedIn	1	1
BUSIN006937	Business Account Executive	Circa - General Outreach	0	1
B05IN006937	Business Account Executive	ZipRecruiter - Appcast Former Employee	2	1
		Indeed	1	
		Astound Career Board - External and Internal	1	
		Appcast	0	
		Company Vehicle Advertisement	0	
		Circa - General Outreach	0	
ENTER007273	Enterprise Account Executive	3rd Party Agency- PeopleSolved	1	1
		Astound Career Board - External and Internal	1	
		Employee Referral	1	
		Indeed	0	
		Appcast Company Vehicle Advertisement	0	
		Circa - General Outreach	0	
BROAD006302	Broadband Technician	Astound Career Board - External and Internal	3	
51(6)(500002	broadbaria roominolari	Indeed	2	
		Appcast	3	1
		Company Vehicle Advertisement	0	
		Former Employee	1	
		Circa - General Outreach	0	
BROAD007230	Broadband Technician	Astound Career Board - External and Internal	2	1
		Indeed	2	
		Appcast	2	
		Company Vehicle Advertisement Circa - General Outreach	0	
BUSIN007309	Business Account Executive	Indeed	0	
B0311007309	Business Account Executive	Company Vehicle Advertisement	0	
		Appcast	1	
		Astound Career Board - External and Internal	1	1
		Circa - General Outreach	0	
HEADE006758	Headend Technician	Employee Referral	1	1
		Company Vehicle Advertisement	0	
		Astound Career Board - External and Internal	0	
		Indeed	0	
		Appcast	0	
STRAT006122	Stratagia Apagunt Executiva	Circa - General Outreach Astound Career Board - External and Internal	2	
31RA1006122	Strategic Account Executive	Indeed	2	
		Appcast	0	
		Company Vehicle Advertisement	Ő	
		LinkedIn	1	1
		Employee Referral	1	
		Circa - General Outreach	0	
SENIO006026	Senior Implementation Project Manager	Employee Referral	1	
		Appcast	0	
		Indeed	0	
		Astound Career Board - External and Internal	1	1
		Company Vehicle Advertisement	0	
	Field Deployment Technician	Circa - General Outreach Astound Career Board - External and Internal	0	
FIELD006426	Field Deployment Technician	Astound Career Board - External and Internal Indeed	1	1
		Appcast	1	I
		Company Vehicle Advertisement	0	
		Circa - General Outreach	0	

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	FC	C Annual Report			
		2002- Concord, CA			
Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)					
	July 15	5, 2022 - July 14, 2023			
Source	Contact and Email	Address	Telephone	Entitled to Notifications	
Brd Party Agency - PeopleSolved	Thalia Marquez	180 John Street	416.347.8052	No	
	thalia.marquez@peoplesolved.com	Suite 401			
	Owen Tamsitt	Toronto, Ontario	647.389.0261		
	owen@peoplesolved.com	M5T 1X5			
Astound Career Board - External and Internal	Adilana Scarbaraugh	3700 Monte Villa Parkway, Suite 200	425.217.4000	No	
Astound Career Board - External and Internal	Adilene.Scarborough@astound.com	Bothell, WA 98021	425.217.4000	INU	
	Adilene.Scarborougn@astound.com				
Circa - AfricanAmericanHires.com	Joseph Irizarry	1000 N Water St Suite 1200	800.984.3775	No	
	joe.irizarry@mitratech.com	Milwaukee, WI 53202			
	Info@circaworks.com				
Circa - AllLGBTJobs.com	Joseph Irizarry	1000 N Water St Suite 1200	800.984.3775	No	
	joe.irizarry@mitratech.com	Milwaukee, WI 53202	000.004.0778		
	Info@circaworks.com				
Circa - AsianHires.com		1000 N Water St Suite 1200	800.984.3775	No	
Circa - Asiannires.com	Joseph Irizarry		800.984.3775	INO	
	joe.irizarry@mitratech.com Info@circaworks.com	Milwaukee, WI 53202			
	Info@circaworks.com				
Circa - VeteranJobs.net	Joseph Irizarry	1000 N Water St Suite 1200	800.984.3775	No	
	joe.irizarry@mitratech.com	Milwaukee, WI 53202			
	Info@circaworks.com				
Circa - DisabilityJobs.net	Joseph Irizarry	1000 N Water St Suite 1200	800.984.3775	No	
	joe.irizarry@mitratech.com	Milwaukee, WI 53202	800.984.3773	INU	
	Info@circaworks.com	Wilwaukee, WI 55202			
Circa - LatinoJobs.org	Joseph Irizarry	1000 N Water St Suite 1200	800.984.3775	No	
	joe.irizarry@mitratech.com	Milwaukee, WI 53202			
	Info@circaworks.com				
Circa - OverFiftyJobs.com	Joseph Irizarry	1000 N Water St Suite 1200	800.984.3775	No	
	joe.irizarry@mitratech.com	Milwaukee, WI 53202	000.004.0110		

	Info@circaworks.com			
irca - NativeJobs.org	Joseph Irizarry	1000 N Water St Suite 1200	800.984.3775	No
*	joe.irizarry@mitratech.com	Milwaukee, WI 53202		
	Info@circaworks.com			
irca - WeHireWomen.com	Joseph Irizarry	1000 N Water St Suite 1200	800.984.3775	No
	joe.irizarry@mitratech.com	Milwaukee, WI 53202	000.004.0770	NO
	Info@circaworks.com			
Circa - DiversityJobs.com	Joseph Irizarry	1000 N Water St Suite 1200	800.984.3775	No
	joe.irizarry@mitratech.com	Milwaukee, WI 53202		
	Info@circaworks.com			
irca - WorkSource WA Job Board	Joseph Irizarry	1000 N Water St Suite 1200	800.984.3775	No
	joe.irizarry@mitratech.com	Milwaukee, WI 53202		
	Info@circaworks.com			
Circa - General Outreach	Joseph Irizarry	1000 N Water St Suite 1200	800.984.3775	No
	joe.irizarry@mitratech.com	Milwaukee, WI 53202	000.004.0170	110
	Info@circaworks.com			
Circa - Outreach to Employment Security	/ Dep: Joseph Irizarn/	1000 N Water St Suite 1200	800.984.3775	No
	joe.irizarry@mitratech.com	Milwaukee, WI 53202		
	Info@circaworks.com			
Circa - LocalJobNetwork.com	Joseph Irizarry	1000 N Water St Suite 1200	800.984.3775	No
	joe.irizarry@mitratech.com	Milwaukee, WI 53202		
	Info@circaworks.com			
irca - CaliforniaJobNetwork	Joseph Irizarry	1000 N Water St Suite 1200	800.984.3775	No
	joe.irizarry@mitratech.com	Milwaukee, WI 53202		
	Info@circaworks.com			
Circa - CaliforniaDiversity	Joseph Irizarry	1000 N Water St Suite 1200	800.984.3775	No
	joe.irizarry@mitratech.com	Milwaukee, WI 53202		
	Info@circaworks.com			
ndeed	Louis Rappaport	6433 Champion Grandview Way	646.58.6864	No
	rappaport@indeed.com	Building 1	212.405.7744	
	Gabrielle Misitano	Austin, TX 78750		
	gmisitano@indeed.com			

Company Vehicle Advertisement	Vanessa Perry	650 College Rd E Suite 3100,	609.452.2543	No
	vanessa.perry@astound.com	Princeton, NJ 08540		
	Astound Broadband Company Vehicles			
	have advertisements, they drive within			
	each market.			
Social Media Outreach; Facebook, Twit		1 Hacker Way	650-308-7300	No
	julie.thomas@astound.com	Menlo Park, CA 94025		
	Rebecca Hornak			
	rebecca.hornak@astound.com			
	www.facebook.com			
LinkedIn	Larry Gould	2029 Stierlin Ct	312-650-7673	No
	www.linkedin.com	Mountain View, CA 94043		
	Rebecca Hornak			
	rebecca.hornak@astound.com			
Appcast - BuyerAds Postings	Colleen Kelly	175 Highland Ave,	857.404.0891	No
	ckelly@buyerads.com	Needham, MA 02494		
ndeed - Appcast	Colleen Kelly	175 Highland Ave,	857.404.0891	No
	ckelly@buyerads.com	Needham, MA 02494		
ZipRecruiter - Appcast	Colleen Kelly	175 Highland Ave,	857.404.0891	No
	ckelly@buyerads.com	Needham, MA 02494		

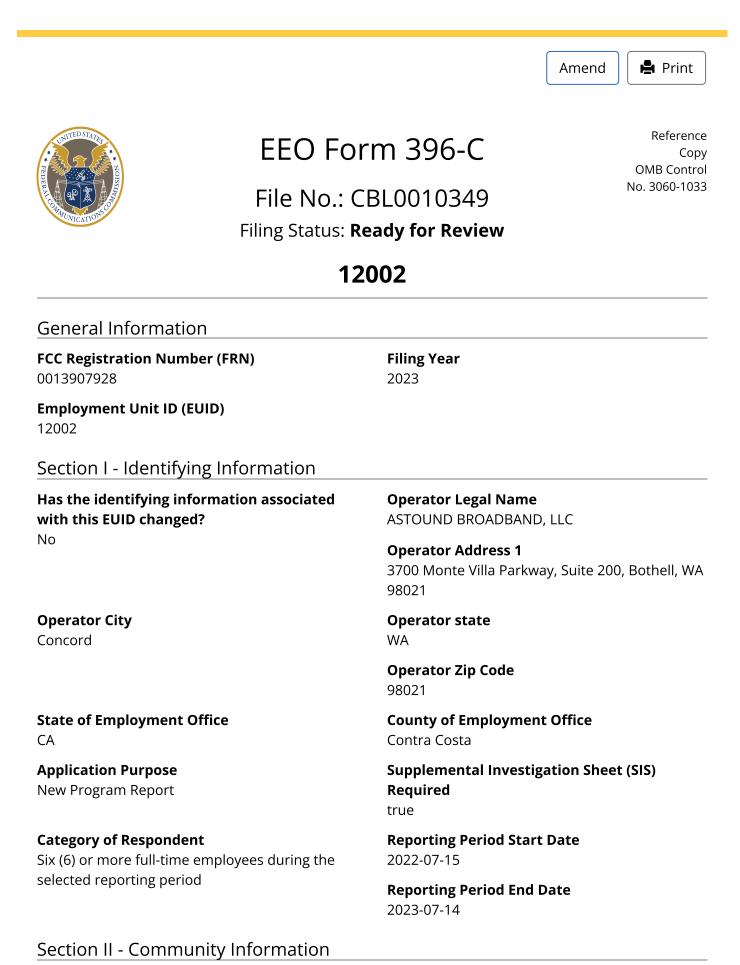
Wave Division Holdings, LLC. dba Astound Broadband				
Unit 12002- Concord, CA				
FCC General Recruitment Report 76.1702(b)(3)				
Outransk Effects		uly 15, 2022 through July 1		
Outreach Efforts Employee Referral Program	Sponsor Astound Broadband	Date Ongoing	Description	
Employee Referral Program	Astound Broadband	Ungoing	Company referral program to incentivize employees to help identify candidates and support diversity in hiring. Astound has an online company learning resource, AskLexi, where we provide educational training courses that enable unit personnel the	
			opportunity to acquire skills that could qualify them for higher level positions within the multichannel 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 growth opportunities and provided the opportunity to participate in training based on development goals	
AskLexi Learning Resource Program	Astound Broadband	Ongoing	and interests, as well as assigned training based on the role within the organization. Astound posts positions and general community outreach to our various company social media pages, such as Instagram, Twitter, LinkedIn,	
Social Media Outreach	Astound Broadband	Ongoing	and more, that allows employees and those interested in career opportuities within the multichannel video programming distributor	
South Mould Satistion	Notodna Broadbana	ongoing	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 available to foster career growth opportunties. Some offered mentoring trainings include, but are not limited to, personal	
Employee Training Program	Astound Broadband	Ongoing	development, professional development, customer service, leadership, soft skills, technical, business, safety and compliance, sales, product Astound partners with Jones NCTT (National Cable Training Institute) to provide employees with various industry trainings and	
			certification(s). The Jones NCTI's are designed to further grow employees into industry professionals by helping them attain skillsets and	
			knowledge needed for the job at hand, for building future careers, and for pursuing skillsets within the multichannel video programming	
			distributor industry. Courses and certifications provided are focused around Technical Operations, 5G & Wireless, Customer Care,	
			Leadership, General Education, Master Installer, Service Technician, System Technician, Master Technician (Customer Premises and HFC	
			Networks), and Senior Master Technician to name a few. Focusing on skillsets and knowledge on Fiber Testing, Fiber Mainteance, Fiber	
			Activation, WiFi, Installation, Trouble-shooting, Voice and Data Networks, Broadband, Digital, Modems, Computers, Business Services,	
NCTI Certification and Training Program	NCTI & Astound Broadband	Ongoing	Advanced skills, and more depending on training. Astound Broadband has company vehicles with advertisements, they drive within each market to increase brand awareness and career	
Company Vehicle Advertisements	Astound Broadband	Ongoing	Astound broaddarin nas company venices with adventisements, may drive within each market to increase brand awareness and career opportunities at Astourd. https://www.astound.com/about-us/careers/	
Company Venicle Advenisements	Astound Dioadband	Chigoing	Astound provides internal employees with a tuition reimburstment-scholarship program designed to assist students interested in pursuing a	
Tuition Reimburstment Program	Astound Broadband	Ongoing	career in multichannel video programming communications. We advertise this program to the general community and candidate pools.	
		June 20, 22nd,	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	& 27th, 2023	opportunity and preventing discrimination.	
Hente d Antonia d Matural Oceano Esia	Asternal Descalls and	2/2/2222	Astound Broadband organized and hosted a virtual career fair for all open positions in our west coast states to expand our candidate pool	
Hosted Astound Virtual Career Fair	Astound Broadband	3/8/2023	and outreach efforts. Astound Broadband organized and hosted a virtual career fair for all open positions in our west coast states to expand our candidate pool	
Hosted Astound Virtual Career Fair	Astound Broadband	10/22/2022	and outreach efforts.	
General outreach to Horizons Unlimited	Circa on behalf of Astound Broadband	8/13/2022	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	8/31/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.	
General outreach to 100 Black Men of the Bay Area, Inc. General outreach to El Concilio - CalWORKs Lodi	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	9/4/2022 8/19/2022	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 El Concilio - CalWORKs Tracy	Circa on behalf of Astound Broadband	8/24/2022	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	8/19/2022	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	8/19/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.	
General outreach to Bakersfield College - Veterans Resource Center	Circa on behalf of Astound Broadband	8/15/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.	
General outreach to Barstow Community College	Circa on behalf of Astound Broadband	8/15/2022 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 - Los Angeles General outreach to Cerritos College	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	8/15/2022	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 Chaffey College	Circa on behalf of Astound Broadband	8/15/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.	
General outreach to Coastline Community College	Circa on behalf of Astound Broadband	8/15/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.	
General outreach to College of the Redwoods	Circa on behalf of Astound Broadband	8/15/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.	
General outreach to Gavilan College	Circa on behalf of Astound Broadband	8/15/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.	
General outreach to Grossmont College General outreach to Hope International University	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	8/22/2022 8/15/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.	
General outreach to Humboldt State University	Circa on behalf of Astound Broadband	8/15/2022	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 Laney College	Circa on behalf of Astound Broadband	8/13/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.	
General outreach to Los Angeles Pierce College	Circa on behalf of Astound Broadband	8/22/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.	
General outreach to Orange Coast College	Circa on behalf of Astound Broadband	8/15/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.	
General outreach to Pacific Oaks College	Circa on behalf of Astound Broadband	8/15/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.	
General outreach to Palo Verde College	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	8/15/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.	
General outreach to San Bernardino Valley College General outreach to Santa Rosa Junior College - Santa Rosa Campus	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	8/15/2022 8/13/2022	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 Simpson University	Circa on behalf of Astound Broadband	8/13/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.	
General outreach to University of California Davis	Circa on behalf of Astound Broadband	8/15/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.	
General outreach to William Jessup University	Circa on behalf of Astound Broadband	8/15/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.	
General outreach to Workforce Connection - Coalinga	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 Disabled American Veterans - Ozie Boler Chapter 21	Circa on behalf of Astound Broadband	8/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.	
General outreach to EDD Vallejo California General outreach to EDD Workforce Service - San Francisco Civic Center	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	9/6/2022 8/13/2022	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 Eden Area Multiservice Center	Circa on behalf of Astound Broadband	8/13/2022	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	Circa on behalf of Astound Broadband	8/13/2022	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	8/13/2022	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 and haltourd Broadband Bit 30222 Circa and Astound Broadband Bit 30222	peoples and communities, peoples and communities,
General outreech to Insisy - Power/Veis Circa on behalf of Astound Broadband 8/11/2022 Circa and Astound Broadband pantmere to conduct outreech to various contanizations servicing underrepresente General outreach to Richmond/WCRKS Circa and Astound Broadband 8/15/2022 Circa and Astound Broadband pantmere to conduct outreach to various contanizations servicing underrepresentes General outreach to Sacamendo Works One Stop Career Center - Lemon Hill Circa and Astound Broadband 8/13/2022 Circa and Astound Broadband pantmere to conduct outreach to various contanizations servicing underrepresentes General outreach to Carthal Cirk Morks Circa and Astound Broadband 8/13/2022 Circa and Astound Broadband pantmere to conduct outreach to various contanizations servicing underrepresentes General outreach to Carthal Cirk Morks Circa on behalf of Astound Broadband 8/12/2022 Circa and Astound Broadband pantmere to conduct outreach to various contanizations servicing underrepresentes General outreach to Explant Morks Depantmert Hore The East Bay Circa on behalf of Astound Broadband 8/12/2022 Circa and Astound Broadband pantmere to conduct outreach to various contanizations servicing underrepresentes General outreach to Same Morks Depantmert Hore The East Bay Circa on Astound Broadband 8/12/2022 Circa and Astound Broadband pantmere to conduct outreach to various contanizations servicing underrepresentes	peoples and communities. peoples and communities.
General outreach to Matinez Outpatient Clinic Circa on behalf of Astound Broadband 8/15/2022 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresentes General outreach to Schund MYORKS Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresentes General outreach to San Joaguit County Works Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresentes General outreach to San Joaguit County Works Circa and Astound Broadband 8/12/2022 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresentes General outreach to BAY AEAE CAMMANT VSERVICES Circa on behalf of Astound Broadband 8/2/2/2/2 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresentes General outreach to BAY AEAE CAMMANT VSERVICES Circa on behalf of Astound Broadband 7/2/2/2/2/2 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresentes General outreach to Alamade Sournty Veterans Services - Oakland Circa on behalf of Astound Broadband 7/2/2/2/2 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresentes General outreach to Alamade Sournty Veterans Services - Oakland Circa on behalf of Astound Broadband 7/2/2/2/2	peoples and communities. peoples and communities.
General outreach to RichmondWORKS Circa and Astound Broadband 8/13/2022 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresente General outreach to Sama obail of Astound Broadband 8/13/2022 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresente General outreach to Central City Hospitality House Circa and hastound Broadband 8/13/2022 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresente General outreach to Department of Vocational Rehabilitation - Berkley Branch Circa and hastound Broadband 8/13/2022 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresente General outreach to Department of Vocational Rehabilitation - Berkley Branch Circa on behalf of Astound Broadband 8/12/2022 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresente General outreach to Department of Vocational Rehabilitation - Berkley Branch Circa on behalf of Astound Broadband 8/12/2022 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresente General outreach to Various Organizations servicing underrepresentes General outreach to Department to Diversity Diversity - Berkley Branch Circa on behalf of Astound Broadband 8/12/2022 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresentes General outreach to Department to Diversity - Berkley Branch	peoples and communities. peoples and communities.
General outreach to Saramento Works One Stop Career Center - Lemon Hill Circa an behalf of Astound Broadband 8/1/3/2022 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresentes General outreach to San Jaquity House Circa an behalf of Astound Broadband 8/1/2022 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresentes General outreach to BAY AREA COMMUNITY SERVICES Circa an behalf of Astound Broadband 8/2/2022 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresentes General outreach to Regional Center Of The East Bay Circa on behalf of Astound Broadband 8/2/2022 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresentes General outreach to Alameda Courty Voctanian Program Circa on behalf of Astound Broadband 8/2/2022 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresentes General outreach to Societ of the Rerica Million Program Circa on behalf of Astound Broadband 8/2/2022 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresentes General outreach to Societ of themeica Millian Vietures Novanous organizations servicing underrepresentes General outreach to Societ of themeica Millian Vietures Novanous organizations servicing underepresentes	peoples and communities, peoples and communities,
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Contra di vendari	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.

Organization of the Object of Information and Occurring Contest		0/4/0000	
General outreach to Chinese Information and Service Center General outreach to Edmonds College - Career Action Center	Circa on behalf of Astound Broadband	8/4/2022 8/4/2022	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 Circa on behalf of Astound Broadband	11/12/2022	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 Crossroads at Park Place, Inc.	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 Houston Area Urban League	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 Marcy-Newberry Association, Inc Job Training & Placement	Circa on behalf of Astound Broadband	11/13/2022	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	11/11/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Renewed Innovations General outreach to Best Buddies - Illinois	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 Fedcan Rehabilitation Services	Circa on behalf of Astound Broadband	11/15/2022 11/12/2022	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 Helping Hand Center	Circa on behalf of Astound Broadband	11/12/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing undertepresented peoples and communities.
General outreach to Project Freedom, Inc Robbinsville	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 Corazon Community Services	Circa on behalf of Astound Broadband	11/13/2022	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	11/13/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to S.H.A.P.E. Community Center, Inc.	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 Denver Economic Development & Opportunity General outreach to Union County College	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	11/13/2022 11/22/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Burlington Workforce Center	Circa on behalf of Astound Broadband	11/13/2022	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 Chautaugua Works One-Stop	Circa on behalf of Astound Broadband	11/13/2022	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	11/15/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to IDES - Veteran Intensive Services Coordinator	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 Newton One Stop Career Center	Circa on behalf of Astound Broadband	11/13/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Field Iron Workers Apprenticeship	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 Catholic Charities CYO General outreach to East Bay Innovations	Circa on behalf of Astound Broadband	2/20/2023 3/21/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Independence Associates Center for Independent Living	Circa on behalf of Astound Broadband 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 State of Washington Division of Vocational Rehab	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 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 servicing underrepresented 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 General outreach to Chinese For Afffirmative Action	Circa on behalf of Astound Broadband	3/20/2023 7/10/2023	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 Circa on behalf of Astound Broadband	7/10/2023	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 Epic Bible College	Circa on behalf of Astound Broadband	2/3/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Independent Living Resources (Branch)-Fairfield	Circa on behalf of Astound Broadband	5/2/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Vocational Rehabilitation - Antioch Branch	Circa on behalf of Astound Broadband	4/11/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to San Joaquin Delta College	Circa on behalf of Astound Broadband	6/14/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Solano Community College	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 Private Public Partnership Office General outreach to San Mateo County California - Veterans Services	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	5/10/2023 4/4/2023	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 Volunteers of America -HVRP Compton Office	Circa on behalf of Astound Broadband	6/5/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing undertepresented peoples and communities.
General outreach to Center for Domestic Peace	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 CASA Latina	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 California Society of Tax Consultants San Francisco Bay Chapter	Circa on behalf of Astound Broadband	4/11/2023	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	4/13/2023	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 General outreach to Hack The Hood	Circa on behalf of Astound Broadband	4/7/2023 4/6/2023	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 Circa on behalf of Astound Broadband	5/26/2023	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 SACNAS	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 SACNAS - San Jose City College Chapter	Circa on behalf of Astound Broadband	6/18/2023	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	6/25/2023	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	5/28/2023	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	5/18/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Merritt College General outreach to Mills College	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	6/20/2023 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 Notre Dame de Namur University	Circa on behalf of Astound Broadband	5/23/2023	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 Pacific Union College	Circa on behalf of Astound Broadband	5/18/2023	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	5/28/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Gilroy Chamber of Commerce	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 Vietnamese American Council	Circa on behalf of Astound Broadband	3/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to International Rescue Committee General outreach to ProjectHIRED	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	3/9/2023 3/14/2023	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 ProjectRIRED General outreach to Silicon Valley Independent Living Center	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. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Billy DeFrank LGBT Community Center	Circa on behalf of Astound Broadband	4/30/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to North San Jose America's Job Center of California	Circa on behalf of Astound Broadband	3/12/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Work 2 Future Youth Training Center	Circa on behalf of Astound Broadband	3/10/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to AMERICAN GI FORUM-SANTA CLARA COUNTY VETERANS	Circa on behalf of Astound Broadband	5/5/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Organization of Chinese American Women - California	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 YWCA Watsonville General outreach to Northwell Health -Vocational Rehabilitation Program	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	3/14/2023 3/17/2023	Circa 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. 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	3/18/2023	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 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	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 Lackawanna County Veterans Affairs	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 Luzerne County Veterans Affairs	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 PA CareerLink Mercer County	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 Workforce Solutions Texoma	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 Boys & Girls Aid	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 Matt Dishman Community Center	Circa on behalf of Astound Broadband	5/30/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Refugee Resettlement Office	Circa on behalf of Astound Broadband	6/2/2023	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	4/10/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.



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PSID 020098

Communities CA1585, CA1812, CA1813, CA1582, CA1632

Section III - EEO Policy and Program Requirements

Complied with outreach provisions	Disseminated widely EEO Program
Yes	Yes
Contacted multiple sources of applicants Yes	Offered promotions in nondiscriminatory manner Yes
Sought out entrepreneurs in a	Analyzed the results of efforts to recruit hire
nondiscriminatory manner	promote and use services
Yes	Yes
Defined responsibility of management Yes	Conducted continuing program to exclude prejudice 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 12002 - Contra Costa -Question 2.pdf

SIS Question 3

2023 SIS Response - Unit 12002 - Contra Costa -Question 3.pdf **SIS Question 6** 2023 SIS Response - Unit 12002 - Contra Costa -Question 6.pdf

PART III - EEO Public File Report

EEO Public File Report for Previous Year Concord, CA Unit 12002 - FCC 2023.xlsx

Exhibits

Exhibit Employee Job Descriptions Job Description - Sales Worker.pdf

EEO Public File Report for Previous Year

Concord, CA Unit 12002 - FCC 2023.xlsx

SIS Question 2

EEO Form - Cable Operations & Licensing System (COALS)

2023 SIS Response - Unit 12002 - Contra Costa -Question 2.pdf **SIS Question 3** 2023 SIS Response - Unit 12002 - Contra Costa -Question 3.pdf

SIS Question 6

2023 SIS Response - Unit 12002 - Contra Costa -Question 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

Certifying Official Phone 903-805-5855

Certifying Date Signed 2023-09-28

Certifying Official Email amy.atkins@astound.com