## EEO Public File Report Employment Unit ID 12132 San Mateo County - San Mateo, CA FCC Year July 15, 2022 through July 14, 2023

Fime Vacancies Filled During Period: 5 wed for Full-Time Vacancies During Period: 23

			# Of	# of
Requisition Number	Posting Title	Source	Interviews	Hires
BROAD006249	Broadband Technician	Astound Career Board - External and Internal	0	
		Appcast	2	
		Indeed	1	
		Employee Referral	1	1
		Company Vehicle Advertisement	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
HEADE006757	Headend Technician	Employee Referral	2	
		Indeed	0	
		Appcast	2	
		Astound Career Board - External and Internal	0	
		Company Vehicle Advertisement	0	
		Employee Referral	1	1
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
MANAG006429	Manager, Regional Direct Sale	es Astound Career Board - External and Internal	3	
	-	Indeed	0	
		Appcast	2	
		Employee Referral	1	1
		Cross Channel Advertising (TV Spot)	0	
		Company Vehicle Advertisement	0	
		Circa - General Outreach	0	
DIREC007021	Direct Sales Representative	ZipRecruiter - Appcast	3	1
	•	Astound Career Board - External and Internal	0	
		Indeed	0	
		Appcast	0	
		Company Vehicle Advertisement	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
DIREC006917	Direct Sales Representative	Indeed - Appcast	1	1
	•	Indeed	3	
		Employee Referral	1	
		Astound Career Board - External and Internal	0	
		Appeast External and Internal	0	
		Company Vehicle Advertisement	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	

23	5

#### FCC Annual Report

# Unit 12:132 - San Mateo, CA Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)

1	4 E	2022	- July	44	2022
Juiv	15.	2022	- Juiv	14.	2023

Source	Contact and Email	Address	Telephone	Entitled to Notifications
Astound Career Board - External and Internal	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 Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - WeHireWomen.com	Joseph Irizarry joe.lrizarry@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 State (ESDS): California	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

Circa - CaliforniaJobNetwork	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - CaliforniaDiversity	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Indeed	Louis Rappaport rappaport@indeed.com Gabrielle Misitano gmisitano@indeed.com	6433 Champion Grandview Way Building 1 Austin, TX 78750	646.58.6864 212.405.7744	No
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/	650 College Rd E Suite 3100, Princeton, NJ 08540	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
ZipRecruiter - Appcast	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857.404.0891	No
Indeed - Appcast	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

#### Wave Division Holdings, LLC. dba Astound Broadband Unit 12132 - San Mateo, CA

FCC General Recruitment Report 76.1702(b)(3) July 15, 2022 through July 14, 2023					
Outreach Efforts	July 1 Sponsor	15, 2022 through Ju Date	lly 14, 2023 Description		
Employee Referral Program	Astound Broadband	Ongoing	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,		
AskLexi Learning Resource Program	Astound Broadband	Ongoing	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 and interests, as well as assigned training based 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,		
Internships	Astound Broadband		B Data Analysis, Project Management, etc.  Hired numerous interns during our internship program during 2023 to provide college students the opportunity to get exposure to the		
Internships/Summer Hires	Astound Broadband	May - August 2023	8 multichannel video programming distributor employment industry. Positions in Human Resources, Finance, Accounting, and IT. 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 opportuities within the multichannel video programming distributor		
Social Media Outreach	Astound Broadband	Ongoing	employment industry to share information, job postings, and general career opportunities. Astound designed ongoing mentioning programs with training to enable unit personnel to acquire skills that could quality 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 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		
Employee Training Program	Astound Broadband	Ongoing	training based on development goals. Astouring partners with Johes NCJ1 (National Cable Training Institute) to provide employees with various industry trainings and certification(s). The Jones NCTT'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, 5.6 & Wireless, Customer Care, Leadership, General Education, Master Installer, Service Technician, System Technician, Master Technician (bustomer 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, Advanced skills, and more		
NCTI Certification and Training Program	NCTI & Astound Broadband	Ongoing	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	opportunities at Astound. https://www.astound.com/about-us/careers/ Astound provides internal employees with a tuition reimburstment-scholarship program designed to assist students interested in pursuing a		
Tuition Reimburstment Program	Astound Broadband	Ongoing June 20, 22nd,	career 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	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	3/8/2023	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 and		
Hosted Astound Virtual Career Fair	Astound Broadband	10/22/2022	outreach efforts.		
General outreach to Catholic Charities CYO	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 Center on Juvenile and Criminal Justice	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 Enterprise for Youth General outreach to Mission Hiring Hall	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 Mission Hiring Hall, Inc	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband		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 Council on Aging - Senior Community	Circa on behalf of Astound Broadband		Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.		
Service Employment Program (SCSEP)	Circa on Benair of Astouria Broadbana	1 11/1/2022	clied and Associate Broadbane partitioned to contrade outloads to various organizations servicing and organizations		
General outreach to Recovery Survival Network	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 Renaissance Parents Of Success	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 South San Francisco Adult Education	Circa on behalf of Astound Broadband	10/12/2022	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		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		Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.		
General outreach to Regional Center Of The East Bay	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 The Janet Pomeroy Center	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 Vocational Rehabilitation - Novato Branch General outreach to Trans Employment Program	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 1rans Employment Program  General outreach to 100 Black Men of the Bay Area, Inc.	Circa on behalf of Astound Broadband 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 100 Black Men of the Bay Area, Inc.  General outreach to Japanese Cultural and Community Center	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband		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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General outreach to Mission Language and Vocational School	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 The Hidden Genius Project	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 EDD Workforce Service - San Francisco	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 First Source Hiring Program	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 College of Alamada Carer and Employment Center	Circa on behalf of Astound Broadband	10/11/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.		

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General Control to CDD Valley Ordinary - my revision Crue Center Class on Schalar of School and Robots of Branch of Branch of Branch of School and Branch of	General outreach to Disabled American Veterans - Oakland Chapter 7	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.
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Cornel or forward for forward	General outreach to Employment Development Department - San Rafael	Circa on behalf of Astound Broadband	10/11/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
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General colination for Alemado Country Vocational Republishor Circa on behalf of Adaptional Security Services Circa on behalf		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 colination for Alemado Country Vocational Republishor Circa on behalf of Adaptional Security Services Circa on behalf	General outreach to Vocational Rehabilitation-Greater East Bay District	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.
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General outreach to Woodinwa Employment Center  General outreach to Avenues To Independence  General outreach to Avenues To Independence  Grean on behalf of Assound Broadband  Circa on	General outreach to Partners In Progress	Circa on behalf of Astound Broadband	10/2/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
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General outreach to Commission for the Blind General outreach to Incight General outreach to Incight General outreach to Incight General outreach to Origon Petr of Human Services Vocational Rehabilitation General outreach to Vocational Rehabilitation General outreach to Vocational Rehabilitation Circa on behalf of Astound Broadband Circa on b	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 Commission for the Blind General outreach to Incight General outreach to Incight General outreach to Incight General outreach to Origon Petr of Human Services Vocational Rehabilitation General outreach to Vocational Rehabilitation General outreach to Vocational Rehabilitation Circa on behalf of Astound Broadband Circa on b	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 Origon Dept of Human Services Vocational Rehabilitation General outreach to Origon Dept of Human Services Vocational Rehabilitation General outreach to Origon Dept of Human Services Vocational Rehabilitation Circa on behalf of Astound Broadband Circa	General outreach to Commission for the Blind	Circa on behalf of Astound Broadband	9/26/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
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General outreach to Employment Development Department - San Carlos	Circa on behalf of Astound Broadband	9/21/2022	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	9/22/2022	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	11/28/2022	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	12/13/2022	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	8/8/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Greater Sacramento Urban League	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 Community Integrated Work Program Inc	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 Crossroads Diversified Services, Inc.	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 FCNI-Family Care Network, Inc	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 Hire-Ability Employment 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 PRIDE Industries	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 SAFE Foundation	Circa on behalf of Astound Broadband	8/21/2022	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	8/26/2022	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 General outreach to Vocational Rehabilitation - Auburn Branch	Circa on behalf of Astound Broadband	8/11/2022 8/4/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Vocational Rehabilitation - Mcminnville	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 Vocational Renabilitation - Mcmimmville  General outreach to Asian Resources	Circa on behalf of Astound Broadband 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 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.  Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to NAACP - Sacramento	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 NAACF - Sacramento General outreach to Sacramento Works One Stop Career Center - Citrus Heights	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.  Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Sacramento Works one stop career center - citrus rieights	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 Vechokins - Gadraniento General outreach to Willamette Education Service District	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 American GI Forum - Santa Maria	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 American Grinding Santa Mana	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 - Dick Bilyeu Chapter 93	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 Disabled American Veterans - Memorial Chapter 45	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 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 ESGR - Employer Support of the Guard and Reserve - Sacramento	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 Mark Sanders America's Job Center of California	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 Worksource Clackamas	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 WorkSource Portland Metro East	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 Transcen, Inc WorkLink	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 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 Vocational Rehabilitation	Circa on behalf of Astound Broadband	9/11/2022	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	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 Portland Vet Center	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 Yuba County One Stop	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 Modesto High School	Circa on behalf of Astound Broadband	9/24/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Community Center for the Blind and Visually Impaired	Circa on behalf of Astound Broadband	9/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Southwest Autism Research & Resource Center	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 UCP of Stanislaus County	Circa on behalf of Astound Broadband	9/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Arizona Association of Black Journalists	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 Bay Area Black Journalists Association	Circa on behalf of Astound Broadband	9/23/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Central Valley Opportunity Center (CVOC)	Circa on behalf of Astound Broadband	9/27/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Southeast Asian Development Center General outreach to Department of Rehabilitation	Circa on behalf of Astound Broadband	9/23/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Stanislaus County Workforce Development	Circa on behalf of Astound Broadband	9/25/2022 9/24/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Stanislaus County Workforce Development  General outreach to Career Services at The University of Arizona	Circa on behalf of Astound Broadband	9/29/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Career Services at The Oniversity of Arizona	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	9/29/2022	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 Hastings College General outreach to Klamath Community College	Circa on behalf of Astound Broadband	10/4/2022	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 Peter Johansen High School	Circa on behalf of Astound Broadband	9/25/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Yavapai College	Circa on behalf of Astound Broadband	9/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Petra Vet Center	Circa on behalf of Astound Broadband	9/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Pat Tillman Veterans Center at Arizona State University	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 Salem Vet Center	Circa on behalf of Astound Broadband	9/25/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to San Joaquin County Veterans Services	Circa on behalf of Astound Broadband	9/28/2022	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	9/24/2022	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	9/29/2022	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	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Young Community Developers, Inc.	Circa on behalf of Astound Broadband	1/16/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Community Youth Center	Circa on behalf of Astound Broadband	3/13/2023	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	2/2/2023	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	2/2/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to California State University - Los Angeles	Circa on behalf of Astound Broadband	1/28/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Cerritos College	Circa on behalf of Astound Broadband	2/2/2023	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	2/2/2023	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	2/2/2023	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	1/29/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Hope International University	Circa on behalf of Astound Broadband	2/2/2023	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	2/2/2023	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 Laney College Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. 1/28/2023 General outreach to Los Angeles Pierce College 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 Orange Coast College Circa on behalf of Astound Broadband 2/2/2023 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 1/27/2023 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. General outreach to Palo Verde College 2/2/2023 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 San Bernardino Valley College Circa on behalf of Astound Broadband 2/2/2023 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. General outreach to Santa Rosa Junior College - Santa Rosa Campus Circa on behalf of Astound Broadband 1/27/2023 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities General outreach to Simpson University 1/27/2023 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 University of California Davis Circa on behalf of Astound Broadband 2/2/2023 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 2/2/2023 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 Center For Administering Rehabilitation and Employment Services (CARES) 3/25/2023 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 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 undergepresented peoples and communities General outreach to State of Washington Division of Vocational Rehab Circa on behalf of Astound Broadband 3/25/2023 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 CASA Latina Circa on behalf of Astound Broadband 4/1/2023 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 3/31/2023 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities General outreach to United Neighborhood Centers of NEPA 3/23/2023 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 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 Luzerne 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 Sullivan 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 Wyoming 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 YWCA of San Francisco & Marin 3/27/2023 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 Mayors Youth Employment and Education Program 4/14/2023 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 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. 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 General outreach to Vocational Rehabilitation - Antioch Branch 4/11/2023 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 Upwardly Global - San Francisco Circa on behalf of Astound Broadband 2/20/2023 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 Alameda County Veterans Services - Oakland 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 Private Public Partnership Office Circa on behalf of Astound Broadband 5/10/2023 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. General outreach to San Mateo County California - Veterans Services Circa on behalf of Astound Broadband 4/4/2023 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 underrepresented peoples and communities General outreach to Center for Domestic Peace 3/21/2023 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 Back 2 Work at Butte County Office of Education 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 Sacramento Hispanic Chamber of Commerce 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. General outreach to Upwardly Global - Chicago 6/12/2023 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 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 6/18/2023 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 Hack The Hood 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 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 Circa on behalf of Astound Broadband 6/20/2023 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities General outreach to Mills College 7/5/2023 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 Monterey Peninsula College 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 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. General outreach to Pacific Union College 5/18/2023 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 USC Viterbi-School of Engineering 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 WTS - Orange County Chapter 5/28/2023 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 Gilroy Chamber of Commerce 3/14/2023 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 Vietnamese American Council 3/31/2023 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 International Rescue Committee Circa on behalf of Astound Broadband 3/9/2023 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. General outreach to ProjectHIRED 3/14/2023 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 Silicon Valley Independent Living Center 4/7/2023 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 Billy DeFrank LGBT Community Center 4/30/2023 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 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 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

Amend





# EEO Form 396-C

File No.: CBL0010356

Filing Status: Ready for Review

12132

Reference Copy OMB Control No. 3060-1033

### **General Information**

**FCC Registration Number (FRN)** 

0013907928

**Employment Unit ID (EUID)** 

12132

**Filing Year** 

2023

# Section I - Identifying Information

Has the identifying information associated

with this EUID changed?

No

**Operator Legal Name** 

ASTOUND BROADBAND, LLC

**Operator Address 1** 

3700 Monte Villa Parkway

**Operator City** 

**BOTHELL** 

**Operator state** 

WA

**Operator Zip Code** 

98021

**State of Employment Office** 

CA

**County of Employment Office** 

San Mateo

**Application Purpose** 

New Program Report

**Supplemental Investigation Sheet (SIS)** 

Required

false

**Category of Respondent** 

Six (6) or more full-time employees during the

selected reporting period

**Reporting Period Start Date** 

2022-07-15

**Reporting Period End Date** 

2023-07-14

# Section II - Community Information

PSID Communities

020173

CA1614, CA1590, CA1591, CA1594, CA1593, CA1592, CA1814, CA1815

**Disseminated widely EEO Program** 

# Section III - EEO Policy and Program Requirements

**Complied with outreach provisions** 

Voc

Yes

163

Contacted multiple sources of applicants

Yes

Offered promotions in nondiscriminatory

manner

Yes

Sought out entrepreneurs in a nondiscriminatory manner

nondiscriminatory manner Yes Analyzed the results of efforts to recruit hire

promote and use services

Yes

**Defined responsibility of management** 

Yes

Conducted continuing program to exclude

prejudice

Yes

#### Conducted continuing review of job structure

Yes

# Section IV - Additional Information

#### **Exhibit 3 (Optional)**

San Mateo, CA Unit 12132 - FCC 2023.xlsx

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

# PART II - Inquiries Concerning EEO Program and Practices

# PART III - EEO Public File Report

#### **Exhibits**

#### **Exhibit 3 (Optional)**

San Mateo, CA Unit 12132 - FCC 2023.xlsx

#### 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

10/2/23, 1:01 PM

**Certifying Official Phone** 903-805-5855

**Certifying Date Signed** 2023-09-28

**Certifying Official Email** amy.atkins@astound.com