EEO Public File Report Employment Unit ID 12134 Yolo County - West Sacramento, CA FCC Year July 15, 2022 through July 14, 2023

⊢Time Vacancies Filled During Period: 4 ewed for Full-Time Vacancies During Period: 21

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
WAREH006936	Warehouse Technician	Astound Career Board - External and Internal	1	1
		Appcast	0	
		Indeed	1	
		Employee Referral	1	
		Company Vehicle Advertisement	0	
		Circa - General Outreach	0	
WAREH007042	Warehouse Technician	Indeed	4	
		Employee Referral	2	1
		Astound Career Board - External and Internal	0	
		Appcast	0	
		Company Vehicle Advertisement	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
BROAD007015	Broadband Technician	Astound Career Board - External and Internal	1	
		Appcast	2	
		Indeed	0	
		Company Vehicle Advertisement	0	
		Employee Referral	1	1
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
BROAD007016	Broadband Technician	Astound Career Board - External and Internal	2	
		Appcast	2	
		Indeed	2	1
		Company Vehicle Advertisement	0	
		Employee Referral	1	
		Astound Career Fair	1	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
			21	4

FCC Annual Report

Unit 12134 - West Sacramento, CA Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2) July 15, 2022 - July 14, 2023

				Entitled to
Source	Contact and Email	Address	Telephone	Notifications
Astound Career Board - External and Internal	Adilene Scarborough Adilene.Scarborough@astound.com	3700 Monte Villa Parkway, Suite 200 Bothell, WA 98021	425.217.4000	No
Circa - AfricanAmericanHires.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - AllLGBTJobs.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - AsianHires.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - VeteranJobs.net	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - DisabilityJobs.net	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - LatinoJobs.org	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - OverFiftyJobs.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No

Circa - NativeJobs.org	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - WeHireWomen.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - DiversityJobs.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - WorkSource WA Job Board	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - General Outreach	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - Outreach to Employment Security Department State (ESD	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	6433 Champion Grandview Way	646.58.6864	No

	rappaport@indeed.com Gabrielle Misitano gmisitano@indeed.com	Building 1 Austin, TX 78750	212.405.7744	
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
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 12134 - West Sacramento, CA FCC General Recruitment Report 76.1702(b)(3)

	July 15, 2022 through July 14, 2023				
Outreach Efforts	Sponsor	Date	Description		
Employee Referral Program	Astound Broadband	Ongoing	Company referral program to incentivize employees to help identify candidates and support diversity in hiring. 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 opportunties 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 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 &		
Internships	Astound Broadband	May - August 202	as numan resources, mainte, accounting, minimation reclamougy (11), business, marketing, reclamato perations, maining a 3 Development, Sales, Data Analysis, Project Management, etc.		
internatipa	Asiound broadband	May - August 202	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		
Social Media Outreach	Astound Broadband	Ongoing	distributor employment industry to share information, job postings, and general career opportunities. Astound designed ongoing mentoring programs with training to enable unit personnel to acquire skills that could 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,		
Employee Training Program	Astound Broadband	Ongoing	sales, product knowledge, and more. Employees are assigned training based on the role within the organization, as well as opportunity to participate in training based on development goals.		
			Astound partners with Jones NCTI (watronal 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		
NCTI Certification and Training Program	NCTI & Astound Broadband	Ongoing	Services, 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	opportunities at Astound. https://www.astound.com/about-us/careers/		
Tuition Reimburstment Program	Astound Broadband	Ongoing	Astound provides internal employees with a tuition reimburstment-scholarship program designed to assist students interested in pursuing a career in multichannel video programming communications. We advertise this program to the general community and candidate pools.		
Tultion Reinburstnent Frogram	Asiounu Broadband	June 20, 22nd	a cateer in ministraining video programming communications, we advented this program to the general community and calculate 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		
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 California Hispanic Chambers of Commerce	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 Elk Grove Adult & Community Education	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 Greater Sacramento Urban League	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 Crossroads Diversified Services, Inc. General outreach to SAFE Foundation	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 The ARC of Placer	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 - Woodland Branch	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 Asian Resources	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 El Concilio - CalWORKs Lodi	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 NAACP - Sacramento	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 Mark Sanders America`s Job Center of California	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 Sacramento Works One Stop Career Center - Citrus Heights	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 Bakersfield College - Veterans Resource Center General outreach to Barstow Community College	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 California State University - Los Angeles	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 Camornia State Oniversity - 203 Angeles General outreach to Cerritos 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 Chaffey 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 Coastline Community College	Circa on behalf of Astound Broadband	11/17/2022	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	11/20/2022	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		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 and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.		
General outreach to Hope International University General outreach to Humboldt State University	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	11/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.		
Contral dutication to Humbolide Clate Only Clark	Circa ori beriali di Asidunu broadband	11/11/2022	Circa and Astronia Divaduant partitieted to conduct outleach to various ordanizations servicing underrepresented beobles and communities.		

General outreach to Laney College	Circa on behalf of Astound Broadband	11/21/2022	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	11/24/2022	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	11/17/2022	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	11/17/2022	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	11/17/2022	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	11/17/2022	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	11/16/2022	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	11/16/2022	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	11/17/2022	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	11/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Woodland Community College		11/16/2022	
General outreach to Woodland Community College General outreach to Disabled American Veterans - Dick Bilyeu Chapter 93	Circa on behalf of Astound Broadband	11/22/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
	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 Employment Development Department - Fairfield	Circa on behalf of Astound Broadband	11/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to ESDS: California	Circa on behalf of Astound Broadband	11/17/2022	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	Circa on behalf of Astound Broadband		Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
Reserve - Sacramento		12/6/2022	
General outreach to Incsys - Power4Vets	Circa on behalf of Astound Broadband	11/18/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Roseville Connections	Circa on behalf of Astound Broadband	11/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Sacramento Job Services	Circa on behalf of Astound Broadband	11/17/2022	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 - Lemon Hill	Circa on behalf of Astound Broadband	11/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to San Joaquin County Worknet	Circa on behalf of Astound Broadband	11/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Sonoma County Veterans Services	Circa on behalf of Astound Broadband	12/9/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Vets Hired	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 Yuba County One Stop	Circa on behalf of Astound Broadband	12/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Catholic Charities of Portland	Circa on behalf of Astound Broadband	9/6/2022	Circa and Astound Broadband partnered to conduct outleand to various organizations servicing underrepresented peoples and communities.
General outreach to Controlle Chambes of Political General outreach to Opportunity Junction		8/28/2022	
	Circa on behalf of Astound Broadband	8/10/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to South San Francisco Adult Education	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 Commission for the Blind	Circa on behalf of Astound Broadband	9/1/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Community Access Services	Circa on behalf of Astound Broadband	8/30/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Community Integrated Work Program Inc	Circa on behalf of Astound Broadband	9/2/2022	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 The Arc of San Bernadino Area	Circa on behalf of Astound Broadband	8/11/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to United Cerebral Palsy of Oregon and Southwest Washington	Circa on behalf of Astound Broadband	9/6/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Vocational Rehabilitation - Auburn Branch	Circa on behalf of Astound Broadband	9/10/2022	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.	Circa on behalf of Astound Broadband	8/18/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to El Concilio - CalWORKs Tracy	Circa on behalf of Astound Broadband	7/21/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to El Concilio - Manteca Office	Circa on behalf of Astound Broadband	9/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Upwardly Global - San Francisco	Circa on behalf of Astound Broadband	7/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Alameda County Vocational Program	Circa on behalf of Astound Broadband	8/26/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to First Source Hiring Program	Circa on behalf of Astound Broadband	7/25/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to WorkforceNapa Business & Career Center	Circa on behalf of Astound Broadband	7/21/2022	
General outreach to College of Alamada Carer and Employment Center		7/20/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
	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 Disabled American Veterans - Oakland Chapter 7	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 Disabled American Veterans - Vancouver #4	Circa on behalf of Astound Broadband	9/9/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Easterseals Oregon	Circa on behalf of Astound Broadband	9/14/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to EDD Vallejo California	Circa on behalf of Astound Broadband	7/20/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to EDD Workforce Service - San Francisco Civic Center	Circa on behalf of Astound Broadband	7/20/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Eden Area Multiservice Center	Circa on behalf of Astound Broadband	7/20/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Employment Development Department - San Rafael	Circa on behalf of Astound Broadband	7/20/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Employment Development Department - San Carlos	Circa on behalf of Astound Broadband	7/20/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Martinez Outpatient Clinic	Circa on behalf of Astound Broadband	7/24/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to RichmondWORKS	Circa on behalf of Astound Broadband	7/20/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Salem Vet Center	Circa on behalf of Astound Broadband	9/3/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to San Francisco County Veterans Association	Circa on behalf of Astound Broadband	9/13/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Veterans Equity 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 San Francisco Women's CEnters	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 California Hispanic Chambers of Commerce	Circa on behalf of Astound Broadband	7/21/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Independent Living Resources (Branch)-Fairfield	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 AARP SCSEP Program - Sacramento	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 Vocational Rehabilitation - Antioch Branch	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 Private Public Partnership Office	Circa on behalf of Astound Broadband	10/23/2022	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		10/1/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Trades Women, Inc.	Circa on behalf of Astound Broadband	8/18/2022	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	8/22/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Oroville Community Employment Center	Circa on behalf of Astound Broadband	8/17/2022	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 LULAC -Council #3252	Circa on behalf of Astound Broadband	8/2/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Mission Language and Vocational School	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.
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General outreach to Richmond Works Once Stop Carer Center	Circa on behalf of Astound Broadband	8/26/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Southern Oregon University	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 TechSkills - Sacramento	Circa on behalf of Astound Broadband	7/27/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Willamette Education Service District	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.
General outreach to Benton County Veteran Services	Circa on behalf of Astound Broadband	7/30/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Disabled American Veterans - Memorial Chapter 45	Circa on behalf of Astound Broadband	7/30/2022	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 Rubicon Programs	Circa on behalf of Astound Broadband	8/1/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to 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 Immigrant and Refugee Community Organization (IRCO)	Circa on behalf of Astound Broadband	8/24/2022	
General outreach to Recovery Survival Network		8/11/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
	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 TRICE Occupational Consulting Solutions, LLC	Circa on behalf of Astound Broadband	8/27/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Independent Living Resource Center San Francisco (Circa on behalf of Astound Broadband	9/6/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to 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 Vocational Rehabilitation - Clackamas	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 Portland Metropolitan Workforce Training Center	Circa on behalf of Astound Broadband	7/23/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to 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 Maitri	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 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 Horizons Unlimited	Circa on behalf of Astound Broadband	10/12/2022	
General outreach to Southwest Autism Research & Resource Center		10/15/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations exvicing 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.
	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 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	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 Department of Rehabilitation	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 Stanislaus County Workforce Development	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 Hastings College	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 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.
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 Delta 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 San Joaquin County Veterans Services	Circa on behalf of Astound Broadband	9/28/2022	
General outreach to Tuolumne County Veterans Services		9/24/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
	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 WorkSource Oregon - Salem 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 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 Alliance of People with disAbilities - Redmond	Circa on behalf of Astound Broadband	10/22/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Center For Administering Rehabilitation and Employment	Circa on behalf of Astound Broadband		Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
Services (CARES)		10/30/2022	
General outreach to Cascadia College Center for Culture, Inclusion, and Communi	ty Circa on behalf of Astound Broadband	9/6/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Asian Counseling and Referral Service	Circa on behalf of Astound Broadband	12/30/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to CASA Latina	Circa on behalf of Astound Broadband	11/14/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Chinese Information and Service Center	Circa on behalf of Astound Broadband	11/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Gonzaga University	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 Society of American Military Engineers - San Francisco Post	Circa on behalf of Astound Broadband	7/18/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to YWCA Berkeley /Oakland		7/25/2022	
	Circa on behalf of Astound Broadband	7/25/2022 7/16/2022	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 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	7/25/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to East Bay Innovations	Circa on behalf of Astound Broadband	10/10/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Oregon Dept of Human Services Vocational Rehabilitation	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 Partners In Careers	Circa on behalf of Astound Broadband	7/23/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to U.S. Department of Veterans Affairs - Portland Regional Office	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 California State University Fresno-Engineering School	Circa on behalf of Astound Broadband	7/16/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Foothill College	Circa on behalf of Astound Broadband	7/25/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Humphreys College - Stockton	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 Saint Mary's College Of California	Circa on behalf of Astound Broadband	8/9/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented becomes and communities.
General outreach to NPower	Circa on behalf of Astound Broadband	12/22/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Narowell General outreach to Sacramento Hispanic Chamber of Commerce	Circa on behalf of Astound Broadband	5/12/2023	
		6/21/2023	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		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	2/21/2023	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	5/10/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Salem For Refugees	Circa on behalf of Astound Broadband	3/16/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Center For Independent Living, Inc.	Circa on behalf of Astound Broadband	3/16/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Computer Technologies Program	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 Goodwill Industries of Seattle	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 Independence Associates Center for Independent Living	Circa on behalf of Astound Broadband	3/19/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.

General outreach to The Janet Pomeroy Center	Circa on behalf of Astound Broadband	3/17/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Central City Concern	Circa on behalf of Astound Broadband	3/22/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to MassHire Berksire Career Center	Circa on behalf of Astound Broadband	3/17/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Veterans Inc.	Circa on behalf of Astound Broadband	3/19/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to YWCA of San Francisco & Marin	Circa on behalf of Astound Broadband	3/20/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Association of Croatian American Professionals	Circa on behalf of Astound Broadband	6/1/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Civic League of Greater New Brunswick	Circa on behalf of Astound Broadband	5/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Community Resource Center - Burnet County	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 Equality Center General outreach to Gary Job Corps Community	Circa on behalf of Astound Broadband	7/11/2023 6/1/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Saint Augustine's University	Circa on behalf of Astound Broadband	6/3/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to St. Philip's College	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	5/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Virginia State University	Circa on behalf of Astound Broadband	5/30/2023	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 ARCIL San Marcos	Circa on behalf of Astound Broadband	6/1/2023	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 DC Department on Disability Services	Circa on behalf of Astound Broadband	6/20/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented becopies and communities.
General outreach to Deaf-Blind Division of the NFB	Circa on behalf of Astound Broadband	6/6/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Morgan Memorial Goodwill Industries	Circa on behalf of Astound Broadband	6/26/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to NEPA Inclusive	Circa on behalf of Astound Broadband	6/7/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Project Freedom, Inc Robbinsville	Circa on behalf of Astound Broadband	6/6/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to The Progressive Center for Independent Living	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 TX Workforce Solutions Vocational Rehabilitation - Seguin	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 Vocational Rehabilitation Services - Allentown	Circa on behalf of Astound Broadband	6/4/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Work Opportunities Unlimited - Boston/North Shore	Circa on behalf of Astound Broadband	6/11/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Concerned Black Men (CBM) National Office	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 The Doe Fund	Circa on behalf of Astound Broadband	5/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Endeavors Unlimited	Circa on behalf of Astound Broadband	7/5/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to PA CareerLink Lehigh Valley	Circa on behalf of Astound Broadband	6/4/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Workforce Solutions - Rural Capital Area	Circa on behalf of Astound Broadband	6/1/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Canisius College	Circa on behalf of Astound Broadband	5/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Central Texas College	Circa on behalf of Astound Broadband	6/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Chapman University	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 Chestnut Hill College	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 City College of New York	Circa on behalf of Astound Broadband	5/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Dallas Baptist University	Circa on behalf of Astound Broadband	5/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to East Stroudsburg University	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 Fordham University - Rose Hill Campus	Circa on behalf of Astound Broadband	5/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Golden Gate University	Circa on behalf of Astound Broadband	6/1/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Hampden-Sydney College General outreach to Houghton College	Circa on behalf of Astound Broadband	6/2/2023 7/2/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Juniata College	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 Juniata College General outreach to Lyon College	Circa on behalf of Astound Broadband Circa on behalf of Astound Broadband	6/6/2023	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 Medaille College	Circa on behalf of Astound Broadband	6/11/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrebresented becomes and communities. Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented becomes and communities.
General outreach to Middlesex County College	Circa on behalf of Astound Broadband	6/4/2023	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 Monroe College	Circa on behalf of Astound Broadband	6/4/2023	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	5/30/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Mount Saint Mary's University	Circa on behalf of Astound Broadband	5/30/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to New School University	Circa on behalf of Astound Broadband	5/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Nyack College	Circa on behalf of Astound Broadband	5/31/2023	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	5/30/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Palo Alto 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 Penn State Altoona (Career Services)	Circa on behalf of Astound Broadband	6/21/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Potomac College	Circa on behalf of Astound Broadband	5/30/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Ramapo College Of New Jersey	Circa on behalf of Astound Broadband	6/13/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Saint Edwards University	Circa on behalf of Astound Broadband	6/4/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Saint Francis University	Circa on behalf of Astound Broadband	6/7/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Saint Vincent College	Circa on behalf of Astound Broadband	5/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Slippery Rock University	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 SMU Cox School of Business	Circa on behalf of Astound Broadband	5/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to St. Bonaventure University	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 St. John's University - Queens Campus	Circa on behalf of Astound Broadband	5/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to SUNY - Delhi	Circa on behalf of Astound Broadband	7/7/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to SUNY - Fredonia	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 SUNY - Oswego	Circa on behalf of Astound Broadband	7/9/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Temple University - Fox School of Business	Circa on behalf of Astound Broadband	5/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to American Job Center Southeast	Circa on behalf of Astound Broadband	5/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Army Community Service/Employment Readiness Program - Fort Belvoir	Circa on behalf of Astound Broadband	7/4/2023	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	Oires on behalf of Asternal Day : 15 - 1	5/31/2023	City and Assembly Decodes and assembly a subsection of the subsect
General outreach to Disabled American Veterans - Lenigh Valley #7 General outreach to Employment Development Department - El Centro	Circa on behalf of Astound Broadband	5/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Employment Development Department - El Centro	Circa on behalf of Astound Broadband	3/3 1/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.

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Secret December (1 April 10 Ap				
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Grant on Instance Submits or European Survives and extracordinate services and extracordinate of Science of Instance Submits or European Survives and extracordinate services and extracordinate servi				
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General contracts th Non-Source Search Search Color on health of Assourch Broadband Color to the field of Assourch Broadband Color on the field of Assourch Broadband Color of Many Works, Inc. Circa on health of Assourch Broadband Color of Many Works, Inc. Cir				
General contends the Workshouses Pullman Circle on behalf of Assoured Broadband Circle on behalf				
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General contracts his DC-CRU-PC-C position Against Domester Visionne. Core on behalf of Absourd Broadband of Shrewed to conduct outreach to visious committations servicine underrecreested accesses and communities. Core on behalf of Absourd Broadband outreach to conduct outreach to visious committations servicine underrecreested accesses and communities. Core on behalf of Absourd Broadband outreach to visious committations servicine underrecreested accesses and communities. Core on behalf of Absourd Broadband outreach to visious committations servicine underrecreested accesses and communities. Core on behalf of Absourd Broadband outreach to visious committations servicine underrecreested accesses and communities. Core on behalf of Absourd Broadband outreach to visious committations servicine underrecreested accesses and communities. Core on behalf of Absourd Broadband outreach to visious committations servicine underrecreested accesses and communities. Core on behalf of Absourd Broadband outreach to visious committations servicine underrecreested accesses and communities. Core on behalf of Absourd Broadband outreach to visious committations servicine underrecreested pockes and communities. Core on behalf of Absourd Broadband outreach to visious committations servicine underrecreested pockes and communities. Core on behalf of Absourd Broadband outreach to visious committations servicine underrecreested pockes and communities. Core on behalf of Absourd Broadband outreach to visious committations servicine underrecreested pockes and communities. Core on behalf of Absourd Broadband outreach to visious committations servicine underrecreested pockes and communities. Core on behalf of Absourd Broadband outreach to visious committations servicine underrecreested pockes and communities. Core on behalf of Absourd Broadband outreach to visious committations servicine underrecreested pockes and communities. Core on behalf of Absourd Broadband outreach to visious committations servicine underrecreested pockes				
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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 Japanese Cultural and Community Center of Northern Californic Circa on behalf of Astound Broadband 5/12/2023 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented becoles and communities.		Circa on behalf of Astound Broadband		
	General outreach to Japanese Cultural and Community Center of Northern California	: Circa on behalf of Astound Broadband	5/12/2023	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 3/10/2023 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 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. 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 Community Supportive Living Systems, Inc. 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 Elmhurst Chamber of Commerce and Industry 3/22/2023 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 Hull House Assn Neighbor Circa on behalf of Astound Broadband 4/6/2023 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. General outreach to James Lee Community Center Circa on behalf of Astound Broadband 3/24/2023 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. General outreach to Partners In Progress Circa on hehalf of Astound Broadhand 3/23/2023 Circa and Astound Broadhand partnered to conduct outreach to various organizations servicing underrepresented peoples and communities General outreach to Woodlawn Employment Center 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 Albany Park Community Center 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 hehalf of Astound Broadhand 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 3/31/2023 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. General outreach to Vocational Rehabilitation - Worcester Office Circa on behalf of Astound Broadband 3/23/2023 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. General outreach to Work Opportunities Unlimited - Worcester 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 Centro Romero 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 Coalition of Latinx Student Organizations Circa on behalf of Astound Broadband 3/27/2023 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. General outreach to United Neighborhood Centers of NEPA 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 Near West American Job Center 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 Trinity International University 4/8/2023 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 Cedar Bluff VEC Field Office 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 Chautaugua Works One-Stop Circa on behalf of Astound Broadband 3/23/2023 Circa and Astound Broadhand partnered to conduct outreach to various organizations servicing underrepresented peoples and communities General outreach to Connect Vets 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 Disabled American Veterans - Fitchburg #30 Circa on behalf of Astound Broadband 4/2/2023 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. General outreach to Disabled American Veterans - J H Patton Chapter #6 3/30/2023 Circa on behalf of Astound Broadband Circa and Astound Broadhand partnered to conduct outreach to various organizations servicing underrepresented peoples and communities General outreach to El Centro East One-Stop Business & Employment Services 3/23/2023 Circa on behalf of Astound Broadband Circa and Astound Broadhand partnered to conduct outreach to various organizations servicing underrepresented peoples and communities General outreach to Garrett County One-Stop Job Center Circa on behalf of Astound Broadband 3/23/2023 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. General outreach to Lackawanna County Veterans Affairs 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 Newton One Stop Career Center 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 North Suburban Cook County American Job Center 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 PA CareerLink Mercer County 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 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 Workforce Solutions Texoma 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. 3/23/2023 General outreach to Crossroads at Park Place, 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 Houston Area Urban League 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 Marcy-Newberry Association, Inc. - Job Training & Placement 3/15/2023 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 Northwell Health - Vocational Rehabilitation Program 3/17/2023 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 Renewed Innovations 3/22/2023 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 Best Buddies - Illinois Circa on behalf of Astound Broadband 3/16/2023 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. 3/15/2023 General outreach to Fedcap Rehabilitation Services 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 Helping Hand Center Circa on behalf of Astound Broadband 3/18/2023 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. General outreach to Corazon Community Services 3/19/2023 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 Dominican Women's Development Center Circa on behalf of Astound Broadband 3/15/2023 Circa and Astound Broadhand partnered to conduct outreach to various organizations servicing underrepresented peoples and communities General outreach to Union County College Circa on behalf of Astound Broadband 3/21/2023 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. General outreach to Disabled American Veterans - A G Tricentennial Chapter 84 Circa on behalf of Astound Broadband 3/16/2023 Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities. General outreach to Fort Belvoir Warrior Transition Battalion Circa on behalf of Astound Broadband 3/14/2023 Circa and Astound Broadhand partnered to conduct outreach to various organizations servicing underrepresented peoples and communities General outreach to IDES - Veteran Intensive Services Coordinator 3/16/2023 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 Boys & Girls Aid 5/11/2023 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 Matt Dishman Community Center 5/30/2023 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 Goodwill Industries Job Connection - Portland 5/4/2023 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 Incight Circa on behalf of Astound Broadband 4/14/2023 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 4/25/2023 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 Washington County Veteran Services 5/17/2023 Circa on behalf of Astound Broadband Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.

Amend





EEO Form 396-C

File No.: CBL0010355

Filing Status: Ready for Review

12134

Reference Copy OMB Control No. 3060-1033

General Information

FCC Registration Number (FRN)

0015637911

Employment Unit ID (EUID)

12134

Filing Year

2023

Section I - Identifying Information

Has the identifying information associated

with this EUID changed?

No

Operator Legal Name

WAVEDIVISION VI, LLC

Operator Address 1

3700 Monte Villa Parkway

Operator City

BOTHELL

Operator state

CA

Operator Zip Code

98021

State of Employment Office

CA

County of Employment Office

Yolo

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

020330

CA0543, CA0623, CA0936, CA1629, CA1191, CA1192

Analyzed the results of efforts to recruit hire

Conducted continuing program to exclude

Section III - EEO Policy and Program Requirements

Complied with outreach provisions

Disseminated widely EEO Program

Yes

Contacted multiple sources of applicants

Offered promotions in nondiscriminatory manner

Yes

Yes

Sought out entrepreneurs in a nondiscriminatory manner

promote and use services

Yes

Yes

Defined responsibility of management

prejudice

Yes

Conducted continuing review of job structure

Yes

Section IV - Additional Information

Exhibit 3 (Optional)

West Sacramento, CA Unit 12134 - 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)

West Sacramento, CA Unit 12134 - 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

VP Human Resources

Certifying Official Title

Amy Atkins

https://fccprod.servicenowservices.com/coals?id=eeo form&table=x g fmc coals eeo form 396 c&sys id=d83c06611b293550cb1beca5604bcb59...

Certifying Official Phone 903-805-5855

Certifying Date Signed 2023-09-28

Certifying Official Email amy.atkins@astound.com