

Grande Communications Networks, LLC. dba Astound
EEO Public File Report
Employment Unit ID # 12299
FCC Year July 15, 2024 through July 14, 2025

Total # of Full-Time Vacancies Filled During Period: 25

Total # People Interviewed for Full-Time Vacancies During Period: 116

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
ACCOU008178	Account Executive	3rd Party Agency	3	1
		LinkedIn	1	0
		Word of Mouth	1	0
BROAD007930	Broadband Network Technician I	LinkedIn	1	0
		ZipRecruiter	1	0
		Appcast	7	0
		Astound Broadband Website - Careers Page	4	1
		Astound Broadband Internal Posting	1	0
BROAD008068	Broadband Technician I	Indeed	3	1
		Astound Broadband Website - Careers Page	2	1
		Astound Broadband Internal Posting	1	0
BROAD008238	Broadband Technician I	LinkedIn	4	0
		Word of Mouth	1	0
		Indeed	10	0
		Astound Broadband Website - Careers Page	1	1
BROAD008672	Broadband Network Technician I	Indeed	1	1
BROAD008673	Broadband Technician I	Appcast	1	0
		Indeed	6	0
		Appcast	2	1
BROAD008674	Broadband Network Technician I	Astound Broadband Website - Careers Page	2	0
		Indeed	2	1
		Appcast	1	0
BUSIN008263	Business Account Executive	3rd Party Agency	2	1
		Word of Mouth	1	0
		Indeed	1	0
		Astound Broadband Website - Careers Page	1	0
CONST008252	Construction Coordinator	3rd Party Agency	1	0
		Billboard	1	0
		LinkedIn	3	0
		Indeed	5	1
		Appcast	1	0
		Astound Broadband Website - Careers Page	2	0
		Company Vehicle Advertisement	1	0
CONST008682	Construction Coordinator	Employee Referral	1	1
		Indeed	1	0
CONST008683	Construction Coordinator	Employee Referral	0	0
		LinkedIn	0	0
		ZipRecruiter	0	0
		Indeed	2	1
		Appcast	0	0
		Astound Broadband Website - Careers Page	0	0
CONST008811	Construction Coordinator	LinkedIn	1	0
		Indeed	1	1
ENTER008166	Enterprise Account Executive	3rd Party Agency	2	1
		Employee Referral	1	0
		LinkedIn	1	0
		Indeed	1	0
		Astound Broadband Internal Posting	1	0
ENTER008253	Enterprise Account Executive	3rd Party Agency	1	1
		Astound Broadband Website - Careers Page	1	0
ENTER008328	Enterprise Installation Technician	Indeed	2	1
		Astound Broadband Website - Careers Page	1	0
ENTER008344	Enterprise Account Executive	Word of Mouth	1	1
		Indeed	1	0
ENTER008518	Enterprise Account Executive	Indeed	1	0
		Astound Broadband Website - Careers Page	2	1
ENTER008532	Senior Enterprise Account Executive	3rd Party Agency	1	1
		Employee Referral	1	0
MANAG008352	Manager, Small Business Sales	3rd Party Agency	1	0
		Indeed	1	0
		Astound Broadband Website - Careers Page	2	1
MANAG008802	Manager, Regional Business Solutions	3rd Party Agency	2	1
		LinkedIn	1	0
NETWO008837	Network Support Technician I	3rd Party Agency	2	0
		Indeed	1	1
SENIO008321	Senior Strategic Account Executive - GEMS	Employee Referral	1	1
		LinkedIn	1	0
STRAT008546	Sr. Strategic Account Executive - GEMS	Careerbuilder	1	0
		Employee Referral	1	1
SUPER008221	Supervisor, Construction	Indeed	2	0
		Astound Broadband Website - Careers Page	1	1
Grand Total			116	25

Grande Communications Networks, LLC. dba Astound
FCC Annual Report
Employment Unit ID # 12299
Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)
July 15, 2024 - July 14, 2025

Source	Contact and Email	Address	Telephone	Entitled to Notifications
PeopleSolved (3rd Party Agency)	Thalia Marquez thalia.marquez@peoplesolved.com	180 John Street, Suite 401 Toronto, Ontario M5T 1X5	416.347.8052	No
Astound Employee Referral	Alexandra Torres alexandra.torres@astound.com	650 College Rd East, Suite 3100, Princeton, NJ 08540	609-276-4105	No
Astound Internal Job Posting	Lisa Thurmon Lisa.Thurmon@Astound.com	650 College Rd East, Suite 3100, Princeton, NJ 08540	903-426-4628	No
Astound Careers Page	Lisa Thurmon Lisa.Thurmon@Astound.com	650 College Rd East, Suite 3100, Princeton, NJ 08540	903-426-4628	No
Cross Channel Ads	Jessica Broadbent jessica.broadbent@Astound.com	650 College Rd East, Suite 3100, Princeton, NJ 08540	(210) 632-3065	No
Indeed	Kyle Murphy Kylemurphy@indeed.com	200 W 6th St, Floor 36, Austin, TX 78701	512-485-1899	No
Buyer	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Zip Recruiter	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Appcast	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Monster	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Talroo	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Jobcase	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Circa Mitrtech*	Tyler Kaplan tyler.kaplan@mitrtech.com	1000 N Water St Suite 1200, Milwaukee, WI 53202	800-984-3775	No

*All Astound vacancies are distributed by our external partner, Circa, on the following diverse job boards: AfricanAmericanHires.com, AllLGBTJobs.com, AsianHires.com, VeteranJobs.net, DisabilityJobs.net, LatinoJobs.org, OverFiftyJobs.com, NativeJobs.org, WeHireWomen.com, and DiversityJobs.com. Circa also posts all vacancies on all of their In-Network state diversity job boards, and distributes all job opportunities to local organizations that support a diverse set of community members.

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Employment Unit ID 12299
FCC General Recruitment Report - 76.1702(b)(3)
July 15, 2024 through July 14, 2025

Outreach Efforts	Participants	Date	Description
Model Expand Structured Interview Creation and Training	Astound Recruiters, DEI Team and hiring managers.	09/18/2024 10/16/2024 10/28/2024	ModelExpand focused on guiding and training the DEI and recruiting team, and hiring leaders/people managers, on effectively interviewing and assessing candidates, while mitigating bias throughout the interview process.
Astound Diversity, Equity, and Inclusion Intern Program	Astound DEI Team and People Leaders	5/27/2024 - 8/15/2024	Astound Intern program focused on providing college students intern opportunities in the MVPD industry.
Learning Alliance Career Days	Astound Recruiters	05/21/2025 07/02/2025	Astound Recruiters participated in Learning Alliance's Career Day by educating their students on telecommunication career opportunities with Astound. This included a Q&A session.
Astound Virtual Career Fair	Astound Talent Acquisition Team	3/18/2025	Astound organized and hosted a virtual career fair for all open positions to expand candidate pool
Astound Virtual Career Fair	Astound Talent Acquisition Team	5/13/2025	Astound organized and hosted a virtual career fair for all open positions to expand candidate pool
National Sales Network Career Fair	Astound Talent Acquisition Team	8/7/2024-8/9/2024	Astound sponsored and attended the career fair hosted by the NSN network in Houston, TX, to attract diverse sales talent to the organization
NSN Virtual Information and Career Session	Astound Talent Acquisition Team	2/27/2025	Astound organized and hosted a virtual career fair for all open positions tailored to members of the National Sales Network, to attract diverse sales talent to the organization
Diversity and Inclusion in the Workplace Employee Training Program	Astound Employees	11/20/2024 - 12/20/2024	Offers guidelines for fostering a diverse, equitable and inclusive work environment for employees. It also addresses challenges, like unconscious bias and micro inequities, and offers tips for navigating them.
Labor Relations Awareness Employee Training Program	Astound Employees	02/24/2025 - 03/12/2025	Covers the ways an organization's leadership can positively influence the workplace, recognizing employees' rights and helping to prevent issues.
Leadership Focus Newsletter	Astound People Leaders	7/15/2025 - 7/14/2025	Monthly newsletter delivered to people leaders with a variety of skill building opportunities and resources.
Are You an Ally? - Inclusion Microlearning	Astound Employees	7/15/2024-12/5/2024	Training on creating an inclusive workplace for all employees.
Be an Ally Not a Bystander	Astound Employees	7/15/2024-8/5/2024	Training on creating an inclusive workplace for all employees, and knowing when to speak up if a situation arises.
Benefits of Diversity for Everyone - Inclusion Microlearning	Astound Employees	7/18/2024-10/15/2024	Training on creating a diverse workplace and its benefits for all employees and the organization
Bystander Intervention - Inclusion Microlearning	Astound Employees	6/4/2025-7/14/2025	Training on creating a positive and inclusive workplace, and how to prevent and address challenges that arise.
How to Conduct an Effective Interview	Astound People Leaders	10/21/2024-4/30/2025	Training geared at improving people leaders' skills on how to conduct effective interviews, including effectively assessing candidates.
Intentional Inclusion - Inclusion Microlearning	Astound Employees	7/23/2024-7/14/2025	Training on creating an inclusive workplace and its benefits for all employees and the organization
Promoting Fairness in the Workplace	Astound Employees	8/1/2024-7/14/2025	Introduces the topic of unconscious biases: what they are, how they're formed, what they can look like and most importantly - how to identify them and prevent them from affecting important workplace decisions.
CCDC Austin Museum Day	Astound Marketing Team	9/22/2024	Astound marketing team attended community event to engage with the community
Hyde Park Fire Station Festival	Astound Marketing Team	10/20/2024	Astound marketing team attended community event to engage with the community
Shipe Park Movie Night	Astound Marketing Team	11/3/2024	Astound marketing team attended community event to engage with the community
OWANA Fall Live Music in West Austin Park	Astound Marketing Team	11/9/2024	Astound marketing team attended community event to engage with the community
OWANA Spring Live Music in West Austin Park	Astound Marketing Team	3/1/2025	Astound marketing team attended community event to engage with the community
Shipe Park Pool Party	Astound Marketing Team	6/14/2025	Astound marketing team attended community event to engage with the community