

Grande Communications Networks, LLC. dba Astound
EEO Public File Report
Employment Unit ID # 12298
FCC Year July 15, 2024 through July 14, 2025

Total # of Full-Time Vacancies Filled During Period: 16

Total # People Interviewed for Full-Time Vacancies During Period: 107

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
BROAD008560	Broadband Service Technician	Indeed	1	0
		Appcast	3	1
		Astound Broadband Website - Careers Page	2	0
BUSIN008461	Business Account Executive	Word of Mouth	1	0
		Indeed	1	0
		Appcast	1	1
BUSIN008515	Business Account Executive	Astound Broadband Website - Careers Page	2	0
		3rd Party Agency	1	0
		Employee Referral	1	0
CARRI008566	Sales Engineer	Indeed	4	0
		Appcast	2	1
		Employee Referral	3	0
CONST008079	Construction Coordinator	LinkedIn	1	0
		Astound Broadband Website - Careers Page	1	1
		Employee Referral	1	0
ENTER008167	Enterprise Account Executive	LinkedIn	2	0
		Indeed	4	1
		3rd Party Agency	1	0
ENTER008423	Enterprise Installation Technician	Employee Referral	1	1
		LinkedIn	1	0
		Professional/Business Referral	1	0
ENTER008497	Enterprise Account Executive	Indeed	2	0
		Appcast	3	0
		Company Vehicle Advertisement	1	0
IMPLE008179	Implementation Project Manager III	3rd Party Agency	1	0
PERMI008454	Permit Coordinator	Indeed	2	1
		Employee Referral	1	0
		Astound Broadband Website - Careers Page	2	0
SENIO008709	Senior Internet Network Design	Indeed	1	0
		Astound Broadband Website - Careers Page	1	0
		3rd Party Agency	1	1
SRSTR008725	Sr Strategic Account Exec	Employee Referral	1	0
		LinkedIn	4	1
		Indeed	2	0
SUPER008562	Supervisor, Broadband Operations	Astound Broadband Website - Careers Page	1	0
		LinkedIn	1	0
		Appcast	1	0
WAREH008106	Warehouse Technician I	Astound Broadband Website - Careers Page	1	1
		Word of Mouth	1	0
		WorkInTexas	1	0
WAREH008773	Warehouse Technician I	Indeed	14	0
		Astound Broadband Website - Careers Page	1	0
		Employee Referral	1	1
SENIO008803	Senior Recruiter	Professional Job Board	1	0
		Indeed	2	0
		LinkedIn	3	0
		Indeed	5	0
		Appcast	1	0
		Astound Broadband Website - Careers Page	2	1
Grand Total		Astound Broadband Internal Posting	1	0
			107	16

Grande Communications Networks, LLC. dba Astound
FCC Annual Report
Employment Unit ID # 12298
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
GloTel (3rd Party Agency)	Gary Barnett gbarnett@glotel.com	8700 W Bryn Mawr Ave. Suite 730N, Chicago, IL 60631	312.714.7473	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	Jacqueline Heltman jacqueline.heltman@astound.com	650 College Rd East, Suite 3100, Princeton, NJ 08540	609-751-9305	No
Indeed	Kyle Murphy Kylmurphy@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
Jobcase	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
Circa Mitratech*	Tyler Kaplan tyler.kaplan@mitratech.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 12298
FCC General Recruitment Report - 76.1702(b)(3)
July 15, 2024 through July 14, 2025

Outreach Efforts	Participants	Date	Description
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.
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.
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.
Inclusion & Belonging in the Workplace [EE]	Astound Employees	11/20/2024-12/20/2024	Training on creating a diverse and inclusive workplace and its benefits for all employees and the organization.
Intentional Inclusion - Inclusion Microlearning	Astound Employees	12/4/2024-4/24/2025	Training on creating an inclusive workplace and its benefits for all employees and the organization.
Promoting Fairness in the Workplace	Astound Employees	3/24/2025-7/14/2025	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.
Frisco RoughRiders "Lets go Riders"	Astound Marketing Team	9/6/2024	Astound marketing team attended community event to engage with the community.