

Grande Communications Networks, LLC. dba Astound
EEO Public File Report
Employment Unit ID # EUID0045
FCC Year July 15, 2024 through July 14, 2025

Total # of Full-Time Vacancies Filled During Period: 10

Total # People Interviewed for Full-Time Vacancies During Period: 98

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
BROAD007672	Broadband Service Technician	LinkedIn	1	1
		Indeed	4	0
		Astound Broadband Website - Careers Page	1	0
		Company Vehicle Advertisement	1	0
BROAD008251	Broadband Service Technician	LinkedIn	2	0
		Professional/Business Referral	1	0
		WorkInTexas	1	0
		Indeed	7	0
		Appcast	1	0
		Astound Broadband Website - Careers Page	2	0
		Company Vehicle Advertisement	1	1
CONST008220	Construction Locator	Indeed	6	1
CONST008233	Construction Coordinator	LinkedIn	3	0
		Word of Mouth	1	0
		Indeed	7	0
		Appcast	4	1
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	1	0
CONST008419	Construction Coordinator	ZipRecruiter	1	0
		Indeed	7	0
		Appcast	1	1
		Astound Broadband Website - Careers Page	1	0
CONST008458	Construction Locator	Indeed	1	0
		Appcast	4	1
CONST008607	Construction Locator	Employee Referral	1	0
		Indeed	6	1
		Astound Broadband Internal Posting	1	0
DIREC008504	Direct Sales Representative- Residential	Indeed	2	1
		Appcast	8	0
		Astound Broadband Internal Posting	1	0
		NSN	1	0
DIREC008741	Direct Sales Representative- Residential	Indeed	4	0
		Appcast	1	0
		Astound Broadband Website - Careers Page	1	1
NATIO008756	National Channel Manager	LinkedIn	3	0
		Indeed	5	0
		Appcast	1	0
		Astound Broadband Internal Posting	1	0
		Astound Broadband Website - Careers Page	2	1
Grand Total			98	10

Grande Communications Networks, LLC. dba Astound
FCC Annual Report
Employment Unit ID # EUID0045
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
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 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 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 EUID0045
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	12/11/2024-5/29/2025	Training on creating an inclusive workplace for all employees.
Benefits of Diversity for Everyone - Inclusion Microlearning	Astound Employees	12/11/2024-5/29/2025	Training on creating a diverse workplace and its benefits for all employees and the organization.
Bystander Intervention - Inclusion Microlearning	Astound Employees	12/11/2024-5/29/2025	Training on creating a positive and inclusive workplace, and how to prevent and address challenges that arise.
How to Conduct an Effective Interview	Astound Managers	6/10/2025	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	11/25/2024-12/16/2024	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.
Intentional Inclusion - Inclusion Microlearning	Astound Employees	12/5/2024-5/29/2025	Training on creating an inclusive workplace and its benefits for all employees and the organization.
Promoting Fairness in the Workplace	Astound Employees	3/24/2025-7/4/2025	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.
Cinco Ranch- Zombie Night/Haunted Lakehouse	Astound Residential Sales Representatives	10/26/2024	Astound direct sales team attended event to engage with the community.
Riverstone Trail of Treats	Astound Residential Sales Representatives	10/26/2024	Astound direct sales team attended event to engage with the community.
Cinco Ranch- Mistletoe Vendor Market	Astound Residential Sales Representatives	11/9/2024	Astound direct sales team attended event to engage with the community.
Cinco Ranch- Family Fest	Astound Residential Sales Representatives	12/7/2024	Astound direct sales team attended event to engage with the community.
Telfair Spring Fest	Astound Residential Sales Representatives	4/27/2025	Astound direct sales team attended event to engage with the community.