

Grande Communications Networks, LLC, dba. Astound
EEO Public File Report
Employment Unit ID # 12296
Bexar County, Texas
FCC Year July 15, 2024 through July 14, 2025

Total # of Full-Time Vacancies Filled During Period: 11
Total # People Interviewed for Full-Time Vacancies During Period: 146

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
BROAD007723	Broadband Service Technician	Employee Referral	3	1
		Indeed	1	0
		Astound Broadband Website - Careers Page	5	0
		Company Vehicle Advertisement	1	0
		Cross Channel Ad	0	0
BROAD008105	Broadband Technician I	Employee Referral	2	0
		LinkedIn	3	0
		Indeed	15	1
		Astound Broadband Website - Careers Page	3	0
		Company Vehicle Advertisement	0	0
BROAD008298	Broadband Service Technician	Cross Channel Ad	0	0
		Social Media (Twitter, Facebook, Instagram)	1	1
		Appcast	1	0
		Astound Broadband Website - Careers Page	0	0
		Company Vehicle Advertisement	0	0
BUSIN008536	Business Account Executive	Cross Channel Ad	0	0
		Indeed	2	0
		Appcast	2	0
		Astound Broadband Website - Careers Page	2	1
		Company Vehicle Advertisement	0	0
DIREC008240	Direct Sales Representative- Residential	Cross Channel Ad	0	0
		Appcast	4	0
		Astound Broadband Website - Careers Page	3	0
		Indeed	1	0
		Company Vehicle Advertisement	0	0
DIREC008492	Direct Sales Representative- Residential	Cross Channel Ad	0	0
		Astound Broadband Website - Careers Page	4	1
		Employee Referral	1	0
		Former Employee	1	1
		ZipRecruiter	1	0
DIREC008712	Direct Sales Representative- Residential	Indeed	15	0
		Appcast	33	0
		Astound Broadband Website - Careers Page	4	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
IMPLE008457	Implementation Project Manager I	Employee Referral	2	0
		Indeed	5	0
		Appcast	3	1
		Astound Broadband Website - Careers Page	0	0
		Cross Channel Ad	0	0
IMPLE008785	Implementation Project Manager I	Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
		Indeed	2	1
		Appcast	1	0
		Astound Broadband Website - Careers Page	1	0
OUTSI008402	Direct Sales Representative- Residential	Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
		Astound Broadband Website - Careers Page	0	0
		Appcast	1	0
		Employee Referral	1	1
RETAI007862	Retail Customer Care Representative II	Cross Channel Ad	0	0
		Company Vehicle Advertisement	0	0
		Astound Broadband Website - Careers Page	5	1
		Indeed	9	0
		Cross Channel Ad	0	0
Totals:			146	11

Grande Communications Networks, LLC, dba. Astound
FCC Annual Report
Employment Unit ID # 12296
Bexar County, Texas
Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)
FCC Year July 15, 2024 through July 14, 2025

Name of Source	Contact and Email	Address	Telephone	Entitled Notification
Circa Mitraech*	Tyler Kaplan tyler.kaplan@mitraech	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, LationJobs.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.				
Indeed	Kyle Murphy kylemurphy@indeed.com	7501 N. Capital of Texas Hwy Austin, TX 78731	512.485.1899	No
LinkedIn	Larry Gould lgould@linkedin.com	2029 Sterlin Ct Mountain View, CA 94043	312.650.7673	No
Astound Broadband Website - Careers Page	Lisa Thurmon Lisa.Thurmon@Astound.com	650 College Rd East, Suite 3100, Princeton, NJ 08540	609-276-4105	No
Astound Internal Job Posting - Internal Candidates	Lisa Thurmon Lisa.Thurmon@Astound.com	650 College Rd East, Suite 3100, Princeton, NJ 08540	609-276-4105	No
Employee Referral Program	Lisa Thurmon Lisa.Thurmon@Astound.com	650 College Rd East, Suite 3100, Princeton, NJ 08540	609-276-4105	No
Social Media (Twitter, Facebook, Instagram)	Rebecca Hornak rebecca.hornak@astound.com	650 College Rd East, Suite 3100, Princeton, NJ 08540	609-276-4105	No
Company Vehicle Advertisement	Jessica Broadbent Jessica.Broadbent@Astound.com	650 College Rd. E, Suite 3100, Princeton, NJ 08540	(210) 632-3065	No
Cross Channel Advertising (TV Spot)	Jessica Broadbent Jessica.Broadbent@Astound.com	650 College Rd. E, Suite 3100, Princeton, NJ 08540	(210) 632-3065	No
Buyer / Appcast	Colleen Kelly & Matthew Nugent ckelly@buyerads.com & mnugent@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Zip Recruiter	Colleen Kelly & Matthew Nugent ckelly@buyerads.com & mnugent@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Appcast	Colleen Kelly & Matthew Nugent ckelly@buyerads.com & mnugent@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Monster	Colleen Kelly & Matthew Nugent ckelly@buyerads.com & mnugent@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Talent	Colleen Kelly & Matthew Nugent ckelly@buyerads.com & mnugent@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Talroo	Colleen Kelly & Matthew Nugent ckelly@buyerads.com & mnugent@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No

Grande Communications Networks, LLC. dba Astound
Employment Unit ID UNIT# 12296
Bexar County, Texas
FCC General Recruitment Report - 76.1702(b)(3)
FCC Year July 15, 2024 through July 14, 2025

Outreach Efforts	Participants	Date	Description
35th Annual Run to the Beat 5K	Astound Sales Representative & Hiring Manager	3/1/2025	Astound participated in event to engage with community. Funds raised from this event provide scholarships and supplement student band fees.
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
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
Model Expand Structured Interview Creation and Training	Astound Recruiters, DEI Team and hiring managers/ people leaders.	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.
Astound Info Session - Emma Bowen & T Howard Foundation	Astound and DEI Team	03/13/2025 03/27/2025	The virtual info session was primarily held to provide detailed information about the Astound Internship Program, including its structure, application process, and opportunities for growth and development within the company.
Leadership Challenge	Astound People Leaders	09/17/2024 - 09/18/2024	Leadership development training for people leaders.
Employee Training	Astound Employees	07/15/2024 - 07/14/2025	Intentional Inclusion - Inclusion Microlearning
Employee Training	Astound Employees	07/15/2024 - 07/14/2025	Promoting Fairness in the Workplace
Employee Training	Astound Employees	07/15/2024 - 07/14/2025	Be an Ally Not a Bystander
Employee Training	Astound Employees	07/15/2024 - 07/14/2025	Inclusion & Belonging in the Workplace [EE]
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.