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

BROAD007723 Broadband Service Technician Employee Referral inclined 1 Astound Broadband Website - Careers Page 5 5 Company Vehicle Advertisement 1 Cross Channel Ad 0 1 Cross Channel Ad 0 1 Cross Channel Ad 0 Cross Ch	Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
Astound Broadband Website - Careers Page 5 Company Vehicle Advertisement 1 Cross Channel Ad 0 Company Vehicle Advertisement 2 Employee Referral 2 Linkedin 1 Cross Channel Ad 1					1
Company Vehicle Advertisement 1 Cross Channel Ad 0 0 0 0 0 0 0 0 0					0
BROAD008105 Broadband Technician I				5	0
BROAD008105 Broadband Technician				1	0
Unixed in Indeed 155					0
Indeed	BROAD008105	Broadband Technician I	Employee Referral	2	0
Astound Broadband Website - Careers Page Company Vehicle Advertisement O Cross Channel Ad O Cross Chan			LinkedIn	3	0
Company Vehicle Advertisement O			Indeed	15	1
Cross Channel Ad			Astound Broadband Website - Careers Page	3	0
BROAD008298 Broadband Service Technician Social Media (Twitter, Facebook, Instagram) 1 Apposat 1 App			Company Vehicle Advertisement	0	0
Apcast				0	0
Astound Broadband Website - Careers Page 0 0 Cross Channel Ad 0 0 0 Cross Channel Ad 0 0 0 0 0 0 0 0 0	BROAD008298	Broadband Service Technician	Social Media (Twitter, Facebook, Instagram)	1	1
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Indeed				1	1
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DIREC008712 Direct Sales Representative- Residential Employee Referral 1 1 1 1 1 1 1 1 1			Cross Channel Ad	0	0
Indeed	DIREC008712	Direct Sales Representative- Residential		2	0
Appcast		i i		5	0
Astound Broadband Website - Careers Page Cross Channel Ad Company Vehicle Advertisement Implementation Project Manager I Employee Referral LinkedIn Indeed Astound Broadband Website - Careers Page Astound Broadband Internal Posting Company Vehicle Advertisement Cross Channel Ad Implementation Project Manager I Employee Referral Astound Broadband Website - Careers Page Company Vehicle Advertisement Cross Channel Ad OUTSI008402 Direct Sales Representative- Residential Employee Referral Astound Broadband Website - Careers Page Company Vehicle Advertisement Cross Channel Ad OUTSI008402 Retail Customer Care Representative II Indeed Astound Broadband Website - Careers Page Company Vehicle Advertisement Cross Channel Ad OUTSI008402 Retail Customer Care Representative II Indeed Astound Broadband Website - Careers Page Company Vehicle Advertisement Cross Channel Ad OUTSI008402 Retail Customer Care Representative II				3	1
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Company Vehicle Advertisement 0			Astound Broadband Website - Careers Page	5	1
	ĺ			1	0
	ı		Cross Channel Ad	Ö	
Totals: 146	Totals:				-

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	Adress	Telephone	Entitled Notification
Circa Mitraech*	Tyler Kaplan	1000 N. Water St. Suite 1200	800.984.3775	No
	tyler.kaplan@mitraech	Milwaukee, WI 53202		
*All Astound vacancies are distributed by our extern	al partner, Circa, on the following diverse job boards: AfricanAm	ericanHires.com, AllLGBTJobs.com, AsianHires.com,	VeteranJobs.net, Disabil	lityJobs.net, LationJobs.org,
OverFiftyJobs.com, NativeJobs.org, WeHireWomer	n.com, and DiversityJobs.com. Circa also posts all vacancies on	all of their In-Network state diversity job boards, and of	listributes all job opportu	nities to local organizations that
support a diverse set of community members.				
Indeed	Kyle Murphy	7501 N. Capital of Texas Hwy	512.485.1899	No
	kylemurphy@indeed.com	Austin,TX 78731		
LinkedIn	Larry Gould	2029 Stierlin Ct	312.650.7673	No
	Lgould@linkedin.com	Mountain View, CA 94043		
Astound Broadband Website - Careers Page	Lisa Thurmon	650 College Rd East, Suite 3100,	609-276-4105	No
	Lisa.Thurmon@Astound.com	Princeton, NJ 08540		
Astound Internal Job Posting - Internal Candidates	Lisa Thurmon	650 College Rd East, Suite 3100,	609-276-4105	No
	Lisa.Thurmon@Astound.com	Princeton, NJ 08540		
Employee Referral Program	Lisa Thurmon	650 College Rd East, Suite 3100,	609-276-4105	No
	Lisa.Thurmon@Astound.com	Princeton, NJ 08540		
Social Media (Twitter, Facebook, Instagram)	Rebecca Hornak	650 College Rd East, Suite 3100,	609-276-4105	No
	rebecca.hornak@astound.com	Princeton, NJ 08540		
Company Vehicle Advertisement	Jessica Broadbent	650 College Rd. E, Suite 3100,	(210) 632-3065	No
	Jessica.Broadbent@Astound.com	Princeton, NJ 08540		
Cross Channel Advertising (TV Spot)	Jessica Broadbent	650 College Rd. E, Suite 3100,	(210) 632-3065	No
	Jessica.Broadbent@Astound.com	Princeton, NJ 08540		
Buyer / Appcast	Colleen Kelly & Matthew Nugent	175 Highland Ave, Needham, MA 02494	857-404-0891	No
	ckelly@buyerads.com & mnugent@buyerads.com			
Zip Recruiter	Colleen Kelly & Matthew Nugent	175 Highland Ave, Needham, MA 02494	857-404-0891	No
	ckelly@buyerads.com & mnugent@buyerads.com			
Appcast	Colleen Kelly & Matthew Nugent	175 Highland Ave, Needham, MA 02494	857-404-0891	No
	ckelly@buyerads.com & mnugent@buyerads.com			
Monster	Colleen Kelly & Matthew Nugent	175 Highland Ave, Needham, MA 02494	857-404-0891	No
	ckelly@buyerads.com & mnugent@buyerads.com			
Talent	Colleen Kelly & Matthew Nugent	175 Highland Ave, Needham, MA 02494	857-404-0891	No
	ckelly@buyerads.com & mnugent@buyerads.com			
Talroo	Colleen Kelly & Matthew Nugent	175 Highland Ave, Needham, MA 02494	857-404-0891	No
	ckelly@buyerads.com & mnugent@buyerads.com			

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.