

Grande Communications Networks, LLC, dba. Astound  
EEO Public File Report  
Employment Unit ID # 11755  
Hays County, Texas  
FCC Year July 15, 2024 through July 14, 2025

Total # of Full-Time Vacancies Filled During Period: 12

Total # People Interviewed for Full-Time Vacancies During Period: 55

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
CUSTO008279	Customer Care Specialist	ZipRecruiter	1	1
		Astound Broadband Website - Careers Page	1	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
CUSTO008280	Customer Care Specialist	Facebook	1	1
		Astound Broadband Website - Careers Page	1	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
CUSTO008343 <i>*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions: CUSTO008381 CUSTO008382 CUSTO008383 CUSTO008384 CUSTO008385 CUSTO008387</i>	Customer Care Specialist	ZipRecruiter	1	0
		Facebook	1	0
		Indeed	8	1
		Astound Broadband Website - Careers Page	3	2
		Employee Referral	4	4
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
IMPLE008557	Implementation Project Manager II	Monster	1	1
		Astound Broadband Internal Posting	2	0
		Cross Channel Ad	0	0
		Company Vehicle Advertisement	0	0
		Astound Broadband Website - Careers Page	0	0
NETWO008793	Network Support Technician I	LinkedIn	1	0
		ZipRecruiter	1	0
		Indeed	7	1
		Appcast	1	0
		Astound Broadband Website - Careers Page	1	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
TRAIN008471	Trainer and Curriculum Consultant	Employee Referral	1	0
		LinkedIn	3	0
		Indeed	5	0
		Astound Broadband Website - Careers Page	1	0
		Appcast	1	0
		Astound Broadband Internal Posting	8	0
		Cross Channel Ad	0	0
		Company Vehicle Advertisement	0	0
		Appcast	1	1
<b>Totals:</b>			<b>55</b>	<b>12</b>

**Grande Communications Networks, LLC, dba. Astound**  
**FCC Annual Report**  
**Employment Unit ID # 11755**  
**Hays County, Texas**  
**Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)**  
**FCC Year July 15, 2024 through July 14, 2025**

Source	Contact and Email	Address	Telephone	Entitled to Notifications
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 <a href="http://www.facebook.com">www.facebook.com</a>	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

**Grande Communications Networks, LLC. dba Astound**  
**Employment Unit ID UNIT# 11755**  
**Hays County, Texas**  
**FCC General Recruitment Report - 76.1702(b)(3)**  
**FCC Year July 15, 2024 through July 14, 2025**

Outreach Efforts	Participants	Date	Description
Golden Sweetheart's Ball	Astound Sales Representative & Hiring Manager	2/14/2025	A Valentine celebration for the Senior Citizens of San Marcos. The evening includes an elegant dance and dinner geared towards couples and seniors, ages 50 and over.
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.
Dances for Adults with Disabilities	Astound Sales Representative & Hiring Manager	2/28/2025	Astound attended this community event that is held every other month to engage with the community. Event includes with changing themes, participants enjoy DJ music, door prizes and new friends. Themes include: Sweetheart Dance, Prom Dance, Luau Dance, Western Dance, Costume Dance, and Holiday Dance.
40th Annual Great Texas River Clean Up	Astound Sales Representative & Hiring Manager	3/1/2025	Astound participated in this community volunteer event that spans all 90 miles of the San Marcos River, with the City, Texas State University, and City of Kyle spearheading efforts in the upper San Marcos River area—from Sewell Park to Stokes Park, including its vital tributaries.
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
Sustainability Fair	Astound Sales Representative & Hiring Manager	4/5/2025	Community sustainability fair.
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
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.
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.
Employee Training	Astound Employees	07/15/2024 - 07/14/2025	Are You an Ally? - Inclusion Microlearning
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	Benefits of Diversity for Everyone - Inclusion Microlearning
Employee Training	Astound Employees	07/15/2024 - 07/14/2025	Bystander Intervention - Inclusion Microlearning
Employee Training	Astound People Leaders	07/15/2024 - 07/14/2025	Coaching Sales Behaviors - Call Center
Employee Training	Astound People Leaders	07/15/2024 - 07/14/2025	How to Conduct an Effective Interview
Employee Training	Astound Employees	07/15/2024 - 07/14/2025	Inclusion & Belonging in the Workplace [PL]
Employee Training	Astound Employees	07/15/2024 - 07/14/2025	Intentional Inclusion - Inclusion Microlearning
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.
Employee Training	Astound Employees	07/15/2024 - 07/14/2025	Promoting Fairness in the Workplace
Employee Training	Astound People Leaders	07/15/2024 - 07/14/2025	Retention Skills Training 2025
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.
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
National Sales Network Career Fair	Astound Talent Acquisition Team	8/7/24-8/9/24	Astound Broadband sponsored and participated in a in-person conference and career fair for all open positions to expand our candidate pool and outreach efforts, held physically in Houston, TX with nationwide marketing of our openings.