

Grande Communications Networks, LLC, dba. Astound
EEO Public File Report
Employment Unit ID # 12300
McLennan County, Texas
FCC Year July 15, 2024 through July 14, 2025

Total # of Full-Time Vacancies Filled During Period: 7

Total # People Interviewed for Full-Time Vacancies During Period: 61

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
BROAD007947	Broadband Technician I	Employee Referral	2	0
		ZipRecruiter	1	0
		Indeed	8	0
		Astound Broadband Website - Careers Page	5	1
		Astound Broadband Internal Posting	2	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
BROAD007948	Broadband Technician I	Employee Referral	3	1
		Indeed	11	0
		Astound Broadband Website - Careers Page	2	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
BROAD008242	Broadband Service Technician	Employee Referral	2	1
		Indeed	3	0
		Astound Broadband Website - Careers Page	0	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
BROAD008272	Broadband Technician I	Employee Referral	2	1
		Indeed	0	0
		Astound Broadband Website - Careers Page	0	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
BROAD008273	Broadband Technician III	Indeed	15	1
		Astound Broadband Website - Careers Page	1	0
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
BROAD008305	Broadband Service Technician	Cross Channel Ad	1	1
		Indeed	1	0
		Company Vehicle Advertisement	0	0
		Astound Broadband Website - Careers Page	0	0
TELEC008855	Telecom Project Coordinator II	Indeed	1	0
		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Website - Careers Page	1	1
		Company Vehicle Advertisement	0	0
		Cross Channel Ad	0	0
Totals:			61	7

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Employment Unit ID # 12300
McLennan 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, AAILGBTJobs.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 www.facebook.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# 12300
McLennan County, Texas
FCC General Recruitment Report - 76.1702(b)(3)
FCC Year July 15, 2024 through July 14, 2025

Outreach Efforts	Participants	Date	Description
Robinson ISD Vendor Fair	Astound Sales Representative & Hiring Manager	8/4/2024	Community vendor fair, promoting Astound and its services.
Express Classic Golf Tournament	Astound Sales Representative & Hiring Manager	9/7/2024	Proceeds from the 38th annual Greater Hewitt Chamber's annual golf tournament benefit the Greater Hewitt Chamber Scholarship Fund, as well as community development.
39th McLennan Community College Foundation Golf Classic	Astound Sales Representative & Hiring Manager	10/3/2024	As one of the longest running golf tournaments in Central Texas, the annual Golf Classic proceeds help students through scholarships and emergency grants.
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
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
Multicultural Diversity w/Mental Health Fair	Astound Sales Representative & Hiring Manager	4/25/2025	Astound attended this Midway High School student-led Diversity Fair, which is a vital celebration of the school's diverse community.
Run for the Roses supporting Ascension Providence	Astound Sales Representative & Hiring Manager	5/3/2025	Astound participated in event to engage with the community. This organization serves Central Texas by providing healthcare with skilled clinicians.
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
TOP Senior Expo at the Waco Convention Center	Astound Sales Representative & Hiring Manager	5/28/2025	Event bridges the gap between seniors and the many services, opportunities, and resources available to them.
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 MVRD industry.
Employee Training	Astound People Leaders	07/15/2024 - 07/14/2025	1.2 Communicating Effectively
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 Employees	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 Employees	07/15/2024 - 07/14/2025	Time Management Tips for the Workplace
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.
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	8/7/2024-8/9/2024	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.