

**Grande Communications Networks, LLC. dba Astound**  
**EEO Public File Report**  
**Employment Unit ID #12299**  
**FCC Year July 15, 2025 through July 14, 2026**

**Total # of Full-Time Vacancies Filled During Period: 24**

**Total # People Interviewed for Full-Time Vacancies During Period: 143**

| Requisition Number | Posting Title                       | Source                                   | # Of Interviews | # of Hires |
|--------------------|-------------------------------------|------------------------------------------|-----------------|------------|
| BUSIN008799        | Business Account Executive          | 3rd Party Agency                         | 2               | 1          |
|                    |                                     | Employee Referral                        | 1               | 0          |
|                    |                                     | Former Employee                          | 1               | 0          |
|                    |                                     | Astound Broadband Website - Careers Page | 1               | 0          |
|                    |                                     | Company Vehicle Ad                       | 0               | 0          |
|                    |                                     | Cross Channel Ad's                       | 0               | 0          |
| BUSIN008934        | Business Account Executive          | 3rd Party Agency                         | 2               | 1          |
|                    |                                     | Employee Referral                        | 1               | 0          |
|                    |                                     | Appcast                                  | 1               | 0          |
|                    |                                     | Astound Broadband Website - Careers Page | 0               | 0          |
|                    |                                     | Company Vehicle Ad                       | 0               | 0          |
|                    |                                     | Cross Channel Ad's                       | 0               | 0          |
| CONST008698        | Construction Coordinator            | Employee Referral                        | 2               | 0          |
|                    |                                     | Linkedin                                 | 5               | 0          |
|                    |                                     | Indeed                                   | 7               | 0          |
|                    |                                     | Appcast                                  | 2               | 0          |
|                    |                                     | Astound Broadband Website - Careers Page | 2               | 1          |
|                    |                                     | Astound Broadband Internal Posting       | 2               | 0          |
|                    |                                     | Company Vehicle Ad                       | 0               | 0          |
|                    |                                     | Cross Channel Ad's                       | 0               | 0          |
| CONST008956        | Construction Coordinator            | Employee Referral                        | 1               | 0          |
|                    |                                     | Indeed                                   | 1               | 1          |
|                    |                                     | Astound Broadband Website - Careers Page | 0               | 0          |
|                    |                                     | Company Vehicle Ad                       | 0               | 0          |
|                    |                                     | Cross Channel Ad's                       | 0               | 0          |
| ENTER008755        | Enterprise Installation Technician  | Indeed                                   | 3               | 1          |
|                    |                                     | Appcast                                  | 1               | 0          |
|                    |                                     | Astound Broadband Website - Careers Page | 0               | 0          |
|                    |                                     | Company Vehicle Ad                       | 0               | 0          |
|                    |                                     | Cross Channel Ad's                       | 0               | 0          |
| ENTER008781        | Enterprise Account Executive        | Employee Referral                        | 2               | 1          |
|                    |                                     | Indeed                                   | 1               | 0          |
|                    |                                     | Astound Broadband Website - Careers Page | 1               | 0          |
|                    |                                     | Company Vehicle Ad                       | 0               | 0          |
|                    |                                     | Cross Channel Ad's                       | 0               | 0          |
| ENTER008797        | Enterprise Account Executive        | Linkedin                                 | 1               | 0          |
|                    |                                     | Word of Mouth                            | 1               | 0          |
|                    |                                     | Appcast                                  | 1               | 0          |
|                    |                                     | Astound Broadband Website - Careers Page | 2               | 1          |
|                    |                                     | Company Vehicle Ad                       | 0               | 0          |
| ENTER009054        | Enterprise Account Executive        | Cross Channel Ad's                       | 0               | 0          |
|                    |                                     | Employee Referral                        | 2               | 0          |
|                    |                                     | Indeed                                   | 1               | 0          |
|                    |                                     | Appcast                                  | 1               | 1          |
|                    |                                     | Astound Broadband Website - Careers Page | 0               | 0          |
|                    |                                     | Company Vehicle Ad                       | 0               | 0          |
| ENTER009208        | Enterprise Account Executive        | Cross Channel Ad's                       | 0               | 0          |
|                    |                                     | Employee Referral                        | 2               | 1          |
|                    |                                     | Astound Broadband Website - Careers Page | 0               | 0          |
|                    |                                     | Company Vehicle Ad                       | 0               | 0          |
| SENIO009136        | Senior Enterprise Account Executive | Cross Channel Ad's                       | 0               | 0          |
|                    |                                     | Employee Referral                        | 1               | 1          |
|                    |                                     | Indeed                                   | 2               | 0          |
|                    |                                     | Astound Broadband Website - Careers Page | 0               | 0          |
|                    |                                     | Company Vehicle Ad                       | 0               | 0          |
| JR-000463          | Broadband Technician I              | Cross Channel Ad's                       | 0               | 0          |
|                    |                                     | Employee Referral                        | 2               | 1          |
|                    |                                     | Glassdoor                                | 0               | 0          |
|                    |                                     | Indeed                                   | 1               | 0          |
|                    |                                     | Job Alert from Astound                   | 0               | 0          |
|                    |                                     | Zip Recruiter                            | 1               | 0          |
|                    |                                     | Astound Broadband Website - Careers Page | 1               | 0          |
|                    |                                     | Company Vehicle Ad                       | 0               | 0          |

|             |                                 |                                                   |   |   |
|-------------|---------------------------------|---------------------------------------------------|---|---|
|             |                                 | Cross Channel Ad's                                | 0 | 0 |
| JR-000601   | Broadband Network Technician II | Indeed                                            | 1 | 0 |
|             |                                 | Astound Broadband Website - Careers Page          | 1 | 1 |
|             |                                 | Company Vehicle Ad                                | 0 | 0 |
|             |                                 | Cross Channel Ad's                                | 0 | 0 |
| JR-000113   | Business Account Executive      | Employee Referral                                 | 2 | 1 |
|             |                                 | Linkedin                                          | 1 | 0 |
|             |                                 | Glassdoor                                         | 0 | 0 |
|             |                                 | Indeed                                            | 0 | 0 |
|             |                                 | Astound Broadband Website - Careers Page          | 2 | 0 |
|             |                                 | Company Vehicle Ad                                | 0 | 0 |
|             |                                 | Cross Channel Ad's                                | 0 | 0 |
| JR-000596   | Manager, Regional Sales         | Employee Referral                                 | 3 | 1 |
|             |                                 | Linkedin                                          | 0 | 0 |
|             |                                 | Glassdoor                                         | 0 | 0 |
|             |                                 | Indeed                                            | 0 | 0 |
|             |                                 | Astound Broadband Website - Careers Page          | 3 | 0 |
|             |                                 | Current Worker                                    | 1 | 0 |
|             |                                 | Zip Recruiter                                     | 0 | 0 |
|             |                                 | Company Vehicle Ad                                | 0 | 0 |
|             |                                 | Cross Channel Ad's                                | 0 | 0 |
| JR-000133   | Business Development Manager II | Employee Referral                                 | 1 | 0 |
|             |                                 | Linkedin                                          | 0 | 0 |
|             |                                 | State Job Board                                   | 0 | 0 |
|             |                                 | Glassdoor                                         | 1 | 0 |
|             |                                 | Indeed                                            | 1 | 0 |
|             |                                 | Astound Broadband Website - Careers Page          | 2 | 1 |
|             |                                 | Current Worker                                    | 1 | 0 |
|             |                                 | Zip Recruiter                                     | 0 | 0 |
|             |                                 | Agency                                            | 1 | 0 |
|             |                                 | Company Vehicle Ad                                | 0 | 0 |
|             |                                 | Cross Channel Ad's                                | 0 | 0 |
| BROAD009172 | Broadband Network Technician II | Employee Referral                                 | 1 | 0 |
|             |                                 | Astound Broadband Website - Careers Page          | 5 | 1 |
|             |                                 | Current Worker                                    | 1 | 0 |
|             |                                 | Zip Recruiter                                     | 1 | 0 |
|             |                                 | Company Vehicle Ad                                | 0 | 0 |
|             |                                 | Cross Channel Ad's                                | 0 | 0 |
| JR-000286   | Direct Sales Lead               | Linkedin                                          | 2 | 0 |
|             |                                 | Indeed                                            | 1 | 1 |
|             |                                 | Astound Broadband Website - Careers Page          | 4 | 0 |
|             |                                 | Other                                             | 3 | 0 |
|             |                                 | Monster                                           | 1 | 0 |
|             |                                 | Job Fair                                          | 2 | 0 |
|             |                                 | HLP A - Hispanic Latino Professionals Association | 1 | 0 |
|             |                                 | Company Vehicle Ad                                | 0 | 0 |
|             |                                 | Cross Channel Ad's                                | 0 | 0 |
| BROAD009273 | Broadband Technician II         | Employee Referral                                 | 1 | 0 |
|             |                                 | Indeed                                            | 2 | 0 |
|             |                                 | Astound Broadband Website - Careers Page          | 3 | 1 |
|             |                                 | Current Worker                                    | 1 | 0 |
|             |                                 | Zip Recruiter                                     | 1 | 0 |
|             |                                 | Company Vehicle Ad                                | 0 | 0 |
|             |                                 | Cross Channel Ad's                                | 0 | 0 |
| JR-000301   | Broadband Network Technician I  | Indeed                                            | 3 | 1 |
|             |                                 | Astound Broadband Website - Careers Page          | 2 | 0 |
|             |                                 | Current Worker                                    | 1 | 0 |
|             |                                 | Company Vehicle Ad                                | 0 | 0 |
|             |                                 | Cross Channel Ad's                                | 0 | 0 |
| JR-000191   | Enterprise Account Executive    | Linkedin                                          | 1 | 0 |
|             |                                 | Astound Broadband Website - Careers Page          | 0 | 0 |
|             |                                 | Other                                             | 1 | 0 |
|             |                                 | Agency                                            | 1 | 1 |
|             |                                 | Company Vehicle Ad                                | 0 | 0 |
|             |                                 | Cross Channel Ad's                                | 0 | 0 |
| JR-000491   | Broadband Technician II         | Employee Referral                                 | 1 | 0 |
|             |                                 | Indeed                                            | 5 | 1 |
|             |                                 | Astound Broadband Website - Careers Page          | 0 | 0 |
|             |                                 | Other                                             | 1 | 0 |
|             |                                 | College or University Event                       | 1 | 0 |
|             |                                 | Company Vehicle Ad                                | 0 | 0 |
|             |                                 | Cross Channel Ad's                                | 0 | 0 |

|             |                                |                                          |     |    |
|-------------|--------------------------------|------------------------------------------|-----|----|
| BROAD008666 | Broadband Technician II        | Employee Referral                        | 1   | 0  |
|             |                                | Indeed                                   | 3   | 0  |
|             |                                | Appcast                                  | 3   | 0  |
|             |                                | Astound Broadband Website - Careers Page | 1   | 1  |
| BROAD008792 | Broadband Network Technician I | Employee Referral                        | 1   | 1  |
|             |                                | Indeed                                   | 2   | 0  |
|             |                                | Appcast                                  | 1   | 0  |
| BROAD009002 | Broadband Service Technician   | College Website                          | 1   | 1  |
|             |                                | Indeed                                   | 1   | 0  |
|             |                                | Appcast                                  | 3   | 0  |
| Grand Total |                                |                                          | 143 | 24 |

Grande Communications Networks, LLC. dba Astound  
FCC Annual Report  
Employment Unit ID # 12299  
Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)  
July 15, 2025 through July 14, 2026

| Source                                   | Contact and Email                                  | Address                                                         | Telephone    | Entitled to Notifications |
|------------------------------------------|----------------------------------------------------|-----------------------------------------------------------------|--------------|---------------------------|
| Astound Employee Referral                | Lisa Thurmon<br>Lisa.Thurmon@astound.com           | 650 College Rd East, Suite 3100, Princeton, NJ 08540            | 903-426-4628 | No                        |
| Astound Internal Job Posting             | Lisa Thurmon<br>Lisa.Thurmon@astound.com           | 650 College Rd East, Suite 3100, Princeton, NJ 08540            | 903-426-4628 | No                        |
| Astound Broadband Website - Careers Page | Lisa Thurmon<br>Lisa.Thurmon@astound.com           | 650 College Rd East, Suite 3100, Princeton, NJ 08540            | 903-426-4628 | No                        |
| Astound Virtual Career Fair              | Lisa Thurmon<br>Lisa.Thurmon@astound.com           | 650 College Rd East, Suite 3100, Princeton, NJ 08540            | 903-426-4628 | No                        |
| Indeed                                   | Kyle Murphy<br>Kylmurphy@indeed.com                | 200 W 6th St, Floor 36, Austin, TX 78701                        | 512-485-1899 | No                        |
| Buyer                                    | Cory McGinley<br>cmcginley@buyerads.com            | 175 Highland Ave, Needham, MA 02494                             | 857-404-0891 | No                        |
| Zip Recruiter                            | Cory McGinley<br>cmcginley@buyerads.com            | 175 Highland Ave, Needham, MA 02494                             | 857-404-0891 | No                        |
| Appcast                                  | Cory McGinley<br>cmcginley@buyerads.com            | 175 Highland Ave, Needham, MA 02494                             | 857-404-0891 | No                        |
| Monster                                  | Cory McGinley<br>cmcginley@buyerads.com            | 175 Highland Ave, Needham, MA 02494                             | 857-404-0891 | No                        |
| Cross Channel Ads and Company Vehicle Ad | Jessica Broadbent<br>jessica.broadbent@astound.com | 11603 Crosswinds Way Ste 120 San Antonio, TX 78233              | 210-632-3065 | No                        |
| People Solved- Agency                    | Thalia Marquez<br>thalia.marquez@peoplesolved.com  | PO BOX 2626, Allen, TX 75013                                    | 416-347-8052 | No                        |
| GRATIS Agency                            | James Schreiber                                    | 1001 South Broad Street<br>Suite 1117<br>Philadelphia, PA 19147 | 215-913-8332 | No                        |
| Circa Mitrtech*                          | Tyler Kaplan<br>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, AAILGBTJobs.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, via diversityjobs.com, and distributes all job opportunities to local organizations that support a diverse set of community members.

Grande Communications Networks, LLC. dba Astound  
Employment Unit ID # 12299  
FCC General Recruitment Report - 76.1702(b)(3)  
July 15, 2025 through July 14, 2026

| Outreach Efforts                             | Participants                       | Date                  | Description                                                                                                                                                                        |
|----------------------------------------------|------------------------------------|-----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Astound Virtual Career Fair                  | Astound Talent Acquisition Team    | 3/25/2026             | Astound organized and hosted a virtual career fair for all open positions to expand candidate pool                                                                                 |
| Astound Virtual Career Fair                  | Astound Talent Acquisition Team    | 5/20/2026             | Astound organized and hosted a virtual career fair for all open positions to expand candidate pool                                                                                 |
| Learning Alliance Career Days                | Astound Recruiters                 | 4/22/2026             | 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. |
| Astound Internship Program                   | Astound HR Team and People Leaders | 5/27/2025 - 8/15/2025 | Astound Intern program focused on providing college students intern opportunities in the MVPD industry.                                                                            |
| Marble Falls Flood Relief                    | Astound Sales Representative       | 7/19/2025             | Astound participated in a Community Event.                                                                                                                                         |
| Hyde Park Fire Station Festival              | Astound Sales Representative       | 10/19/2025            | Astound participated in a Community Event.                                                                                                                                         |
| Astound Leadership Challenge Training        | Astound People Leaders             | 9/9/2025 - 9/10/2025  | In-person leadership training.                                                                                                                                                     |
| Communicating Effectively                    | Astound Employees                  | 7/15/2025 - 7/14/2026 | Training offered to all employees to improve communication skills.                                                                                                                 |
| How to Conduct an Effective Interview        | Astound People Leaders             | 7/15/2025 - 7/14/2026 | Training geared at improving people leaders' skills on how to conduct effective interviews, including effectively assessing candidates.                                            |
| Leadership Focus Newsletter                  | Astound People Leaders             | 7/15/2025 - 7/14/2026 | Monthly newsletter delivered to people leaders with a variety of skill building opportunities and resources.                                                                       |
| Workplace Harassment Prevention for Managers | Astound People Leaders             | 7/15/2025 - 7/14/2026 | Guides Astound Managers on how to prevent, identify and resolve workplace harassment in the workplace.                                                                             |
| Workplace Violence Prevention Plan Training  | All Employees                      | 7/15/2025 - 7/14/2026 | Training aimed at educating employees on how to prevent and spot potential violence in the workplace, as well as what actions to take in such situations.                          |
| Labor Relations Awareness                    | Astound Employees                  | 7/15/2025 - 7/14/2026 | Training about how organization's leadership can positively influence the workplace, recognizing employees' rights and helping to prevent issues.                                  |