

Grande Communications Networks, LLC. dba Astound  
EEO Public File Report  
Employment Unit ID # 12301  
FCC Year July 15, 2025 through July 14, 2026

Total # of Full-Time Vacancies Filled During Period: 5

Total # People Interviewed for Full-Time Vacancies During Period: 51

| Requisition Number | Posting Title                            | Source                                   | # Of Interviews | # of Hires |
|--------------------|------------------------------------------|------------------------------------------|-----------------|------------|
| DIREC008846        | Direct Sales Representative- Residential | Indeed                                   | 4               | 1          |
|                    |                                          | Appcast                                  | 3               | 0          |
|                    |                                          | Astound Broadband Website - Careers Page | 2               | 0          |
|                    |                                          | Company Vehicle Ad                       | 0               | 0          |
|                    |                                          | Cross Channel Ad's                       | 0               | 0          |
| MANAG009046        | Manager, Regional Sales                  | People Solved- Agency                    | 1               | 0          |
|                    |                                          | Employee Referral                        | 1               | 0          |
|                    |                                          | Linkedin                                 | 2               | 0          |
|                    |                                          | Indeed                                   | 11              | 1          |
|                    |                                          | Appcast                                  | 2               | 0          |
|                    |                                          | Astound Broadband Internal Posting       | 2               | 0          |
|                    |                                          | Astound Broadband Website - Careers Page | 0               | 0          |
|                    |                                          | Company Vehicle Ad                       | 0               | 0          |
|                    |                                          | Cross Channel Ad's                       | 0               | 0          |
| JR-000415          | Direct Sales Representative- Residential | Employee Referral                        | 1               | 1          |
|                    |                                          | Company Vehicle Ad                       | 0               | 0          |
|                    |                                          | Cross Channel Ad's                       | 0               | 0          |
|                    |                                          | Indeed                                   | 1               | 0          |
|                    |                                          | Astound Broadband Website - Careers Page | 1               | 0          |
| JR-000565          | Direct Sales Representative- Residential | Employee Referral                        | 2               | 1          |
|                    |                                          | Indeed                                   | 1               | 0          |
|                    |                                          | Astound Broadband Website - Careers Page | 0               | 0          |
|                    |                                          | Company Vehicle Ad                       | 0               | 0          |
|                    |                                          | Cross Channel Ad's                       | 0               | 0          |
| MANAG009266        | Manager, Regional Sales                  | Employee Referral                        | 1               | 0          |
|                    |                                          | Linkedin                                 | 2               | 0          |
|                    |                                          | Indeed                                   | 3               | 0          |
|                    |                                          | Astound Broadband Website - Careers Page | 7               | 0          |
|                    |                                          | Current Worker                           | 3               | 0          |
|                    |                                          | Zip Recruiter                            | 1               | 1          |
|                    |                                          | Company Vehicle Ad                       | 0               | 0          |
|                    |                                          | Cross Channel Ad's                       | 0               | 0          |
| Grand Total        |                                          |                                          | 51              | 5          |

Grande Communications Networks, LLC. dba Astound  
FCC Annual Report  
Employment Unit ID # 12301  
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                        |
| People Solved- Agency                     | Thalia Marquez<br>thalia.marquez@peoplesolved.com  | PO BOX 2626, Allen, TX 75013                                    | 416-347-8052 | No                        |
| LinkedIn                                  | Scott Schmugar<br>sschmugar@linkedin.com           | 1000 West Maude Avenue, Sunnyvale, CA                           | 516-220-9497 | 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                        |
| GRATIS Agency                             | James Schreiber                                    | 1001 South Broad Street<br>Suite 1117<br>Philadelphia, PA 19147 | 215-913-8332 | No                        |
| Cross Channel Ads and Company Vehicle Ads | Jessica Broadbent<br>jessica.broadbent@astound.com | 11603 Crosswinds Way Ste 120 San Antonio, TX 78233              | 210-632-3065 | 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.

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Employment Unit ID # 12301  
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 Summer 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.                                                                            |
| Back to School Bash                          | Astound Sales Representative       | 7/30/2025             | Astound participated in a Community Event.                                                                                                                                         |
| KadabraCon                                   | Astound Sales Representative       | 9/26/2025-9/28/2025   | Astound participated in a Community Event.                                                                                                                                         |
| Corpus Christi Pride Block Party             | Astound Sales Representative       | 10/4/2025             | Astound participated in a Community Event.                                                                                                                                         |
| The London Sizzle                            | Astound Sales Representative       | 10/25/2025            | Astound participated in a Community Event.                                                                                                                                         |
| RMA Trunk or Treat                           | Astound Sales Representative       | 10/30/2025            | Astound participated in a Community Event.                                                                                                                                         |
| Muerto Fest                                  | Astound Sales Representative       | 11/1/2025             | 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 harrassment 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.                                  |