

Grande Communications Networks, dba. Astound
EEO Public File Report
Employment Unit ID # EUID0045
FCC Year July 15, 2025 through July 14, 2026

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

Total # People Interviewed for Full-Time Vacancies During Period: 82

Requisition Numbe	Posting Title	Source	# Of Interviews	# of Hires
DIREC008845	Senior Director, Sales	Employee Referral	4	1
		Former Employee	1	0
		Linkedin	3	0
		Appcast	1	0
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	1	0
		Company Vehicle Ad	0	0
		Cross Channel Ad's	0	0
DIREC009039	Direct Sales Representative- Residential	Indeed	3	0
		Appcast	5	1
		Astound Broadband Website - Careers Page	0	0
		Company Vehicle Ad	0	0
		Cross Channel Ad's	0	0
DIREC009040	Direct Sales Representative- Residential	Linkedin	1	0
		Indeed	3	0
		Appcast	8	1
		Astound Broadband Website - Careers Page	2	0
		Company Vehicle Ad	0	0
		Cross Channel Ad's	0	0
POPSI008795	POP Site Technician	Linkedin	1	0
		Employee Referral	1	0
		Indeed	1	1
		Appcast	3	0
		Astound Broadband Internal Posting	1	0
		Astound Broadband Website - Careers Page	0	0
		Company Vehicle Ad	0	0
		Cross Channel Ad's	0	0
JR-000299	Manager, Regional Direct Sales	Employee Referral	1	1
		Linkedin	1	0
		Indeed	1	0
		Astound Broadband Website - Careers Page	1	0
		Zip Recruiter	1	0
		Company Vehicle Ad	0	0
		Cross Channel Ad's	0	0
DIREC009260	Direct Sales Representative- Residential	Indeed	2	1
		Astound Broadband Website - Careers Page	0	0
		Company Vehicle Ad	0	0
		Cross Channel Ad's	0	0
JR-000392	Strategic Sales Channel Manager	Employee Referral	1	0
		Linkedin	1	0
		Astound Broadband Website - Careers Page	2	1
		Current Worker	2	0
		Company Vehicle Ad	0	0
		Cross Channel Ad's	0	0
JR-000555	Senior Manager, Sales Enablement	Employee Referral	2	1
		Astound Broadband Website - Careers Page	2	0
		Current Worker	1	0
		Company Vehicle Ad	0	0
		Cross Channel Ad's	0	0
JR-000484	Direct Sales Representative- Residential	Linkedin	3	1
		Astound Broadband Website - Careers Page	3	0
		Company Vehicle Ad	0	0
		Cross Channel Ad's	0	0
JR-000564	Direct Sales Representative- Residential	Linkedin	1	0
		Indeed	2	0
		Appcast	0	0
		Astound Broadband Website - Careers Page	3	1
		Zip Recruiter	1	0
		Company Vehicle Ad	0	0
		Cross Channel Ad's	0	0
JR-000474	Direct Sales Representative- Residential	Indeed	2	0

		Astound Broadband Website - Careers Page	2	1
		Zip Recruiter	1	0
		Company Vehicle Ad	0	0
		Cross Channel Ad's	0	0
JR-000397	Senior Director, Sales Enablement	Astound Broadband Website - Careers Page	2	1
		Current Worker	3	0
		Company Vehicle Ad	0	0
		Cross Channel Ad's	0	0
Grand Total			82	12

Grande Communications Networks, dba. Astound
FCC Annual Report
Employment Unit ID # EUID0045
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 Lisa.Thurmon@astound.com	650 College Rd East, Suite 3100, Princeton, NJ 08540	903-426-4628	No
Astound Internal Job Posting	Lisa Thurmon Lisa.Thurmon@astound.com	650 College Rd East, Suite 3100, Princeton, NJ 08540	903-426-4628	No
Astound Careers Page	Lisa Thurmon Lisa.Thurmon@astound.com	650 College Rd East, Suite 3100, Princeton, NJ 08540	903-426-4628	No
LinkedIn	Scott Schmugar sschmugar@linkedin.com	1000 West Maude Avenue, Sunnyvale, CA	516-220-9497	No
Indeed	Kyle Murphy kylemurphy@indeed.com	200 W 6th St, Floor 36, Austin, TX 78701	512-485-1899	No
Buyer	Cory McGinley cmcginley@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Zip Recruiter	Cory McGinley cmcginley@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Appcast	Cory McGinley cmcginley@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Cross Channel Ads and Company Vehicle Ads	Jessica Broadbent jessica.broadbent@astound.com	11603 Crosswinds Way Ste 120 San Antonio, TX 78233	210-632-3065	No
GRATIS Agency	James Schreiber james@schreiberexecutive.com	1001 South Broad Street Suite 1117 Philadelphia, PA 19147	215-913-8332	No
Circa Mitratesh*	Tyler Kaplan tyler.kaplan@mitratesh.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, dba. Astound
Employment Unit ID # EUID0045
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.
Cinco Ranch BTS	Astound Sales Representative	8/2/2025	Astound participated in a Community Event.
Diwali	Astound Sales Representative	10/4/2025	Astound participated in a Community Event.
Telfair Autumn Fest	Astound Sales Representative	10/5/2025	Astound participated in a Community Event.
Cinco Ranch Trunk or Treat	Astound Sales Representative	10/31/2025	Astound participated in a Community Event.
Sienna Giving Tree Lighting	Astound Sales Representative	12/6/2025	Astound participated in a Community Event.
Telfair Winter Social	Astound Sales Representative	12/7/2025	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.