

EEO Public File Report
Employment Unit ID 12133
Portland, OR and Marion County, OR
FCC Year July 15, 2022 through July 14, 2023

Total # of Full-Time Vacancies Filled During Period: 44
Total # People Interviewed for Full-Time Vacancies During Period: 157

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
NETWO006570	Network Engineer	Astound Career Board - External and Internal	1	
		Indeed	5	1
		LinkedIn	0	
		Appcast	0	
		Company Vehicle Advertisement	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
SMALL006512	Business Account Executive	Astound Career Board - External and Internal	0	
		Indeed	2	
		3rd Party Agency- PeopleSolved	0	
		LinkedIn	2	1
		Company Vehicle Advertisement	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
SUPER006769	Supervisor Retail Sales	Indeed	1	1
		Astound Career Board - External and Internal	2	
		Company Vehicle Advertisement	0	
		Appcast	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Monster - Appcast	1	
WAREH006842	Warehouse Technician	ZipRecruiter - Appcast	1	
		Astound Career Board - External and Internal	0	
		Company Vehicle Advertisement	0	
		Indeed	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Employee Referral	1	1
RETAI006771	Retail Sales Representative	Astound Career Board - External and Internal	2	1
		Company Vehicle Advertisement	0	
		Indeed	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Indeed	2	
		ZipRecruiter - Appcast	1	
DIREC006982	Direct Sales Representative	Astound Career Board - External and Internal	1	
		Company Vehicle Advertisement	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Indeed	2	1
		ZipRecruiter - Appcast	1	
		Employee Referral	1	
DIREC006984	Direct Sales Representative	ZipRecruiter - Appcast	1	
		Astound Career Board - External and Internal	0	
		Company Vehicle Advertisement	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Indeed	4	
		Employee Referral	1	1
DIREC007019	Direct Sales Representative	ZipRecruiter - Appcast	1	
		Indeed	1	1
		Astound Career Board - External and Internal	0	
		Company Vehicle Advertisement	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Indeed - Appcast	1	
ENTER006876	Enterprise Account Executive	Indeed	1	
		Employee Referral	1	
		Monster - Appcast	2	
		ZipRecruiter - Appcast	1	
		3rd Party Agency- PeopleSolve	2	1
		Company Vehicle Advertisement	0	
		Cross Channel Advertising (TV Spot)	0	
WAREH007029	Warehouse Technician	Circa - General Outreach	0	
		Indeed - Appcast	1	
		Indeed	2	1
		Astound Career Board - External and Internal	0	
		Company Vehicle Advertisement	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
RETAI006947	Retail Sales Representative	Astound Career Board - External and Internal	1	
		Indeed - Appcast	2	1

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
RETAI007067	Retail Sales Representative	Indeed	1	1
		ZipRecruiter - Appcast	1	
		Company Vehicle Advertisement	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Former Employee	1	
		Indeed	3	
		ZipRecruiter - Appcast	2	
		Astound Career Board - External and Internal	0	
		Company Vehicle Advertisement	0	
MANAG007098	Manager, Regional Direct Sales	Cross Channel Advertising (TV Spot)	0	1
		Circa - General Outreach	0	
		Employee Referral	1	
		ZipRecruiter - Appcast	1	
		Astound Career Board - External and Internal	1	
		Indeed	0	
		Company Vehicle Advertisement	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Employee Referral	2	
DIREC006983	Direct Sales Representative	Indeed - Appcast	4	1
		Appcast	2	
		Indeed	1	
		Astound Career Board - External and Internal	0	
		Company Vehicle Advertisement	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Employee Referral	2	
		Indeed - Appcast	4	
		Appcast	2	
BROAD005481	Broadband Technician	Indeed	1	1
		Astound Career Board - External and Internal	1	
		Indeed	4	
		Company Vehicle Advertisement	0	
		Appcast	0	
		Astound Career Fair	1	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Astound Career Board - External and Internal	1	
		Indeed	2	
BROAD006658	Broadband Technician	Company Vehicle Advertisement	0	1
		Appcast	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Astound Career Board - External and Internal	1	
		Indeed	2	
		Company Vehicle Advertisement	0	
		Appcast	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
BROAD006246	Broadband Technician	Astound Career Board - External and Internal	1	1
		Indeed	1	
		Company Vehicle Advertisement	0	
		Appcast	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Astound Career Board - External and Internal	1	
		Indeed	1	
		Company Vehicle Advertisement	0	
		Appcast	0	
BROAD006247	Broadband Technician	Cross Channel Advertising (TV Spot)	0	1
		Circa - General Outreach	0	
		Astound Career Board - External and Internal	1	
		Indeed	1	
		Company Vehicle Advertisement	0	
		Employee Referral	1	
		Appcast	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Astound Career Board - External and Internal	2	
BROAD006824	Broadband Technician	Indeed	2	1
		Company Vehicle Advertisement	0	
		Appcast	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Astound Career Board - External and Internal	2	
		Indeed	2	
		Company Vehicle Advertisement	0	
		Appcast	0	
		Cross Channel Advertising (TV Spot)	0	
BROAD006659	Broadband Technician	Circa - General Outreach	0	1
		Astound Career Board - External and Internal	0	
		Indeed	0	
		Company Vehicle Advertisement	0	
		Appcast	4	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Astound Career Board - External and Internal	1	
		Indeed	0	
		Company Vehicle Advertisement	0	
BROAD006948	Broadband Technician	Appcast	2	1
		Former Employee	1	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Astound Career Board - External and Internal	1	
		Indeed	0	
		Company Vehicle Advertisement	0	
		Appcast	2	
		Former Employee	1	
		Cross Channel Advertising (TV Spot)	0	
BROAD007060	Broadband Technician	Circa - General Outreach	0	1
		Astound Career Board - External and Internal	0	
		Indeed	3	
		Company Vehicle Advertisement	0	
		Appcast	0	
		Employee Referral	1	
		Cross Channel Advertising (TV Spot)	0	

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
BROAD007044	Broadband Service Technician	Circa - General Outreach	0	
		Astound Career Board - External and Internal	2	1
		Indeed	1	
		Company Vehicle Advertisement	0	
		Appcast	0	
BROAD007061	Broadband Technician	Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Astound Career Board - External and Internal	1	1
		Indeed	0	
		Company Vehicle Advertisement	0	
BROAD007062	Broadband Technician	Appcast	1	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Astound Career Board - External and Internal	2	
		Indeed	0	
BROAD007075	Broadband Technician	Company Vehicle Advertisement	0	
		Appcast	0	
		Former Employee	1	1
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
DIREC007282	Direct Sales Representative	Astound Career Board - External and Internal	1	
		Indeed	0	
		Company Vehicle Advertisement	0	
		Appcast	0	
		Employee Referral	1	1
MARKE007270	Marketing Coordinator	Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Astound Career Board - External and Internal	0	
		Indeed	5	1
		Company Vehicle Advertisement	0	
COMME006928	Commercial Telecommunication Technician	Appcast	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Employee Referral	1	
		Company Vehicle Advertisement	0	
IMPLE007346	Implementation Project Manager	Astound Career Board - External and Internal	0	
		Indeed	2	1
		Appcast	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
FIELD006852	Field Deployment Technician	3rd Party Agency- PeopleSolved	1	1
		Company Vehicle Advertisement	0	
		Indeed	0	
		Appcast	0	
		Astound Career Board - External and Internal	1	
FIELD006934	Field Deployment Technician	Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Employee Referral	1	1
		Indeed	0	
		Company Vehicle Advertisement	0	
FIELD007405	Field Deployment Engineer	Appcast	1	
		Astound Career Board - External and Internal	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Employee Referral	1	1
BUSIN006912	Business Account Executive	Indeed	0	
		Company Vehicle Advertisement	0	
		Appcast	1	
		Astound Career Board - External and Internal	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		3rd Party Agency	2	
		Company Vehicle Advertisement	0	
		Indeed	0	
		Appcast	2	1
		Astound Career Board - External and Internal	1	
		Cross Channel Advertising (TV Spot)	0	

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
MANAG007304	Manager, Network Deployment - Construction Project Management	Circa - General Outreach	0	
		Company Vehicle Advertisement	0	
		LinkedIn	2	1
		Word of Mouth	1	
		Indeed	0	
		Appcast	2	
		Astound Career Board - External and Internal	2	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
PROJE006877	Broadband Project Manager	Employee Referral	1	1
		Indeed	0	
		Appcast	0	
		Astound Career Board - External and Internal	1	
		Company Vehicle Advertisement	0	
		Circa - General Outreach	0	
SENIO006759	Senior Outside Plant Protection Technician	Employee Referral	1	1
		Astound Career Board - External and Internal	0	
		Company Vehicle Advertisement	0	
		Indeed	0	
		Appcast	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
MANAG007326	Manager, Construction	Company Vehicle Advertisement	0	
		Indeed	0	
		Appcast	1	
		Astound Career Board - External and Internal	1	1
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Employee Referral	1	1
FIBER006860	Fiber Splicing Technician	Appcast	0	
		Company Vehicle Advertisement	0	
		Indeed	4	
		Astound Career Board - External and Internal	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Astound Career Board - External and Internal	0	
DIREC006441	Direct Sales Representative	Company Vehicle Advertisement	0	
		Indeed	0	
		Appcast	1	
		Cross Channel Advertising (TV Spot)	0	
		Employee Referral	1	1
		Circa - General Outreach	0	
		Astound Career Board - External and Internal	1	
RETAI006527	Retail Sales Representative	Company Vehicle Advertisement	0	
		Indeed	1	1
		Appcast	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Astound Career Board - External and Internal	0	
		Company Vehicle Advertisement	0	
DIREC007019	Direct Sales Representative	Indeed	1	1
		Appcast	1	
		Cross Channel Advertising (TV Spot)	0	
		Employee Referral	0	
		Circa - General Outreach	0	
		Astound Career Board - External and Internal	0	
		Company Vehicle Advertisement	0	
SALES006211	Sales Engineer	Indeed	0	
		Appcast	0	
		Cross Channel Advertising (TV Spot)	0	
		Employee Referral	2	1
		Circa - General Outreach	0	
		Astound Career Board - External and Internal	1	
		Company Vehicle Advertisement	0	
VOICE006401	Voice Implementation Project Manager	Indeed	0	
		Appcast	1	1
		Cross Channel Advertising (TV Spot)	0	
		Employee Referral	0	
		Circa - General Outreach	0	
		Astound Career Board - External and Internal	1	
		Company Vehicle Advertisement	0	

**FCC Annual Report
Unit 12133 Portland, OR and Marion County, OR
Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)
July 15, 2022 - July 14, 2023**

Source	Contact and Email	Address	Telephone	Entitled to Notifications
3rd Party Agency- PeopleSolved	Thalia Marquez thalia.marquez@peoplesolved.com Owen Tamsitt owen@peoplesolved.com	180 John Street Suite 401 Toronto, Ontario M5T 1X5	416.347.8052 647.389.0261	No
Astound Career Board-External and Internal	Adilene Scarborough Adilene.Scarborough@astound.com	3700 Monte Villa Parkway, Suite 200 Bothell, WA 98021	425.217.4000	No
Circa - AfricanAmericanHires.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - AILLGBTJobs.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - AsianHires.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - VeteranJobs.net	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - DisabilityJobs.net	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - LatinoJobs.org	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - OverFiftyJobs.com	Joseph Irizarry	1000 N Water St Suite 1200	800.984.3775	No

	joe.irizarry@mitratech.com Info@circaworks.com	Milwaukee, WI 53202		
Circa - NativeJobs.org	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - WeHireWomen.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - DiversityJobs.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - WorkSource WA Job Board	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - General Outreach	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - Outreach to Employment Security Department State (ESDS): Oregon	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - LocalJobNetwork.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - OregonJobNetwork	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
Circa - OregonDiversity	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
LinkedIn	Larry Gould www.linkedin.com	2029 Stierlin Ct Mountain View, CA 94043	312-650-7673	No

	Rebecca Hornak rebecca.hornak@astound.com			
Indeed	Louis Rappaport rappaport@indeed.com Gabrielle Misitano gmisitano@indeed.com	6433 Champion Grandview Way Building 1 Austin, TX 78750	646.58.6864 212.405.7744	No
Company Vehicle Advertisement	Vanessa Perry vanessa.perry@astound.com Astound Broadband Company Vehicles have advertisements, they drive within each market. https://www.astound.com/about-us/careers/	650 College Rd E Suite 3100, Princeton, NJ 08540	609.452.2543	No
Social Media Outreach; Facebook, Twitter, Instagram	Julie Thomas julie.thomas@astound.com Rebecca Hornak rebecca.hornak@astound.com www.facebook.com	1 Hacker Way Menlo Park, CA 94025	650-308-7300	No
Appcast - BuyerAds Postings	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857.404.0891	No
Monster - Appcast	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857.404.0891	No
Indeed - Appcast	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857.404.0891	No
ZipRecruiter - Appcast	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857.404.0891	No
Cross Channel Advertising (TV Spot)	Vanessa Perry vanessa.perry@astound.com 15 second spots running on our cable channel line-up in each market		609.452.2543	No

Wave Division Holdings, LLC. dba Astound Broadband
Unit 12133 Portland, OR and Marion County, OR
FCC General Recruitment Report 76.1702(b)(3)
July 15, 2022 through July 14, 2023

Outreach Efforts	Sponsor	Date	Description
AskLexi Learning Resource Program	Astound Broadband	Ongoing	Astound has an online company learning resource, AskLexi, where we provide educational training courses that enable unit personnel the opportunity to acquire skills that could qualify them for higher level positions within the multichannel video programming distributor employment industry. Some offered trainings include, but are not limited to, career and employment development, Diversity Equity and Inclusion training, Equal Employment Opportunity training, personal/professional development, and skillsets in areas such as operations, technical, sale, leadership, business, safety/compliance, sales, product knowledge, etc. We supply employees with on-demand training modules available to foster career growth opportunities and provided the opportunity to participate in training based on development goals. Company referral program to incentivize employees to help identify candidates and support diversity in hiring. Astound provided an Internship Program in 2023 where we provided numerous students the opportunity to intern and get exposure to the multichannel video programming distributor employment industry. During our internship program we offered training, education, resources, and working knowledge of the multichannel video programming distributor industry. We offered various industry positions such as Human Resources, Finance, Accounting, Information Technology (IT), Business, Marketing, Technical Operations, Training & Development, and hired numerous interns during our internship program during 2023 to provide college students the opportunity to get exposure to the multichannel video programming distributor employment industry. Positions in Human Resources, Finance, Accounting, and IT. Astound posts positions and general community outreach to our various company social media pages, such as Instagram, Twitter, LinkedIn, and more, that allows employees and those interested in career opportunities within the multichannel video programming distributor employment industry to share information, job postings, and general career opportunities.
Employee Referral Program	Astound Broadband	Ongoing	
Internships	Astound Broadband	May - August 2023	Astound designed ongoing mentoring programs with training to enable unit personnel to acquire skills that could qualify them for higher level positions within the multichannel video programming distributor employment industry. We supply employees with online and in-person training modules available to foster career growth opportunities. Some offered mentoring trainings include, but are not limited to, personal development, professional development, customer service, leadership, soft skills, technical, business, safety and compliance, sales, product knowledge, and more. Employees are assigned training based on the role within the organization, as well as opportunity to Astound partners with Jones NCTI (National Cable Training Institute) to provide employees with various industry trainings and certification(s). The Jones NCTI's are designed to further grow employees into industry professionals by helping them attain skillsets and knowledge needed for the job at hand, for building future careers, and for pursuing skillsets within the multichannel video programming distributor industry. Courses and certifications provided are focused around Technical Operations, 5G & Wireless, Customer Care, Leadership, General Education, Master Installer, Service Technician, System Technician, Master Technician (Customer Premises and HFC Networks), and Senior Master Technician to name a few. Focusing on skillsets and knowledge on Fiber Testing, Fiber Maintenance, Fiber Activation, WiFi, Installation, Trouble-shooting, Voice and Data Networks, Broadband, Digital, Modems, Computers, Business
Internships/Summer Hires	Astound Broadband	May - August 2023	
Social Media Outreach	Astound Broadband	Ongoing	Astound Broadband has company vehicles with advertisements, they drive within each market to increase brand awareness and career opportunities at Astound. https://www.astound.com/about-us/careers/
Employee Training Program	Astound Broadband	Ongoing	Astound provides internal employees with a tuition reimbursement-scholarship program designed to assist students interested in pursuing a career in multichannel video programming communications. We advertise this program to the general community and candidate pools. Partnered with ModelXExpand to provide training to Astound management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.
NCTI Certification and Training Program	NCTI & Astound Broadband	Ongoing	Astound Broadband organized and hosted a virtual career fair for all open positions in our west coast states to expand our candidate pool and outreach efforts.
Company Vehicle Advertisements	Astound Broadband	Ongoing	Astound Broadband organized and hosted a virtual career fair for all open positions in our west coast states to expand our candidate pool and outreach efforts.
Tuition Reimbursement Program	Astound Broadband	Ongoing	
ModelExpand x Astound Inclusive Hiring Training Series	ModelExpand & Astound Broadband	June 20, 22nd 27th, 2023	
Hosted Astound Virtual Career Fair	Astound Broadband	3/8/2023	
Hosted Astound Virtual Career Fair	Astound Broadband	10/22/2022	
General Outreach to Boys & Girls Aid	Circa on behalf of Astound Broadband	3/16/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Catholic Charities of Portland	Circa on behalf of Astound Broadband	1/8/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Home Forward	Circa on behalf of Astound Broadband	1/30/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Immigrant and Refugee Community Organization (IRCO)	Circa on behalf of Astound Broadband	2/3/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Next - Youth Program	Circa on behalf of Astound Broadband	3/24/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Transition Projects	Circa on behalf of Astound Broadband	3/9/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to TRICE Occupational Consulting Solutions, LLC	Circa on behalf of Astound Broadband	1/12/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Matt Dishman Community Center	Circa on behalf of Astound Broadband	4/18/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Commission for the Blind	Circa on behalf of Astound Broadband	1/4/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Community Access Services	Circa on behalf of Astound Broadband	1/4/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Goodwill Industries Job Connection - Portland	Circa on behalf of Astound Broadband	3/30/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Incight	Circa on behalf of Astound Broadband	1/13/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Oregon Dept of Human Services Vocational Rehabilitation	Circa on behalf of Astound Broadband	1/21/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to United Cerebral Palsy of Oregon and Southwest Washington	Circa on behalf of Astound Broadband	1/6/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Val Ogden Center	Circa on behalf of Astound Broadband	1/26/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Vocational Rehabilitation	Circa on behalf of Astound Broadband	2/9/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Vocational Rehabilitation - Beaverton	Circa on behalf of Astound Broadband	2/4/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Vocational Rehabilitation - Clackamas	Circa on behalf of Astound Broadband	1/25/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Vocational Rehabilitation - Milwaukie	Circa on behalf of Astound Broadband	1/18/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Central City Concern	Circa on behalf of Astound Broadband	1/11/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Portland Metropolitan Workforce Training Center -	Circa on behalf of Astound Broadband	1/27/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Benton County Veteran Services	Circa on behalf of Astound Broadband	1/4/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Disabled American Veterans - Vancouver #4	Circa on behalf of Astound Broadband	1/28/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Easterseals Oregon	Circa on behalf of Astound Broadband	1/15/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Incsys - Power4Vets	Circa on behalf of Astound Broadband	1/6/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Oregon National Guard	Circa on behalf of Astound Broadband	3/15/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.

General Outreach to P3 Army Readiness Specialist - Oregon / Washington - Western	Circa on behalf of Astound Broadband	5/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Partners In Careers	Circa on behalf of Astound Broadband	2/6/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Portland Vet Center	Circa on behalf of Astound Broadband	3/17/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Salem Vet Center	Circa on behalf of Astound Broadband	1/5/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to U.S. Department of Veterans Affairs - Portland Regional Office	Circa on behalf of Astound Broadband	3/10/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to VA Portland Health Care System	Circa on behalf of Astound Broadband	1/19/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Washington County Veteran Services	Circa on behalf of Astound Broadband	2/1/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to WorkSource Oregon - Columbia County One-Stop	Circa on behalf of Astound Broadband	1/5/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to WorkSource Oregon - Portland Veteran Services	Circa on behalf of Astound Broadband	1/5/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to WorkSource Oregon - Salem Center	Circa on behalf of Astound Broadband	1/5/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to YWCA Clark County	Circa on behalf of Astound Broadband	1/7/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Worksystems	Circa on behalf of Astound Broadband	2/16/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Center For Administering Rehabilitation and Employment Services (CARES)	Circa on behalf of Astound Broadband	2/20/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to State of Washington Division of Vocational Rehab	Circa on behalf of Astound Broadband	2/15/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to CASA Latina	Circa on behalf of Astound Broadband	2/5/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to State of Washington Division of Vocational Rehabilitation - Mount Vernon	Circa on behalf of Astound Broadband	2/15/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Edmonds College - Career Action Center	Circa on behalf of Astound Broadband	2/6/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Disabled American Veterans - Tumwater #41	Circa on behalf of Astound Broadband	2/4/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to ESGR - Employer Support of the Guard and Reserve - Seattle	Circa on behalf of Astound Broadband	2/4/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Lacey Veterans Services Hub	Circa on behalf of Astound Broadband	2/6/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to WorkSource Cowlitz/Wahkiakum	Circa on behalf of Astound Broadband	2/4/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to WorkSource Vancouver	Circa on behalf of Astound Broadband	2/4/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to WorkSource Vancouver -WorkSource Center Serving	Circa on behalf of Astound Broadband	2/4/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Vocational Rehabilitation - McMinnville	Circa on behalf of Astound Broadband	5/10/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Vocational Rehabilitation - North Salem Branch Office	Circa on behalf of Astound Broadband	5/7/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to State of Oregon Vocational Rehabilitation Division - South Salem	Circa on behalf of Astound Broadband	5/5/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to WorkSource Oregon - Woodburn - Marion County	Circa on behalf of Astound Broadband	5/10/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to WorkSource Oregon - Yamhill Center	Circa on behalf of Astound Broadband	5/10/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General Outreach to Willamette Education Service District	Circa on behalf of Astound Broadband	5/6/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.

Amend

Print



EEO Form 396-C

File No.: CBL0010351

Filing Status: **Ready for Review**

12133

Reference
Copy
OMB Control
No. 3060-1033

General Information

FCC Registration Number (FRN)

0016778524

Filing Year

2023

Employment Unit ID (EUID)

12133

Section I - Identifying Information

Has the identifying information associated with this EUID changed?

No

Operator Legal Name

WAVEDIVISION VII, LLC

Operator Address 1

3700 Monte Villa Parkway

Operator City

BOTHELL

Operator state

WA

Operator Zip Code

98021

State of Employment Office

OR

County of Employment Office

Marion

Application Purpose

New Program Report

Supplemental Investigation Sheet (SIS) Required

false

Category of Respondent

Six (6) or more full-time employees during the selected reporting period

Reporting Period Start Date

2022-07-15

Reporting Period End Date

2023-07-14

Section II - Community Information

PSID

Communities

011537

OR0291, OR0293, OR0295, OR0292, OR0294,
 OR0343, OR0342, OR0128, OR0129, OR0383,
 OR0197, OR0445, OR0524, OR0483, OR0100,
 OR0301, OR0097, OR0099, OR0101, OR0269,
 OR0302, OR0261, OR0469, OR0270, OR0396,
 OR0534, OR0371, OR0376, OR0228, OR0353,
 OR0400, OR0399, OR0401

Section III - EEO Policy and Program Requirements

Complied with outreach provisions

Yes

Disseminated widely EEO Program

Yes

Contacted multiple sources of applicants

Yes

Offered promotions in nondiscriminatory manner

Yes

Sought out entrepreneurs in a nondiscriminatory manner

Yes

Analyzed the results of efforts to recruit hire promote and use services

Yes

Defined responsibility of management

Yes

Conducted continuing program to exclude prejudice

Yes

Conducted continuing review of job structure

Yes

Section IV - Additional Information

Exhibit 3 (Optional)

Portland, OR Unit 12133 - FCC 2023.xlsx

FCC FORM 396-C -- Supplemental Investigation Sheet PART I - PART I - Employee Job Descriptions

PART II - Inquiries Concerning EEO Program and Practices

PART III - EEO Public File Report

Exhibits

Exhibit 3 (Optional)

Portland, OR Unit 12133 - FCC 2023.xlsx

Certifications

I certify that to the best of my knowledge, information and belief, all statements contained in this filing are true and correct. WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

Certifier Information

Certifying Official Name and Signature

Amy Atkins

Certifying Official Title

VP Human Resources

Certifying Official Phone

903-805-5855

Certifying Official Email

amy.atkins@astound.com

Certifying Date Signed

2023-09-29