

**EEO Public File Report
Employment Unit ID 12131
Placer County - Rocklin, CA
FCC Year July 15, 2022 through July 14, 2023**

**Time Vacancies Filled During Period: 20
Number of Applications Received for Full-Time Vacancies During Period: 96**

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires	
MANAG006406	Manager, Strategic Sourcing and Procurement	Employee Referral	2	1	
		Astound Career Board - External and Internal	2		
		Indeed	1		
		LinkedIn	0		
		ZipRecruiter	0		
		Company Vehicle Advertisement	0		
		Appcast	0		
		Cross Channel Advertising (TV Spot)	0		
		Circa - General Outreach	0		
		ENTER006644	Enterprise Account Executive		Former Employee
		Indeed	1		
		LinkedIn	1		
		Astound Career Board - External and Internal	0		
		Company Vehicle Advertisement	0		
		Appcast	0		
		Cross Channel Advertising (TV Spot)	0		
		Circa - General Outreach	0		
ENTER006643	Enterprise Account Executive	Indeed	1	1	
		Indeed - Appcast	2		
		Monster - Appcast	2		
		3rd Party Agency- PeopleSolved	1		
		ZipRecruiter - Appcast	3		
		Adzuna - Appcast	1		
		Astound Career Board - External and Internal	0		
		Company Vehicle Advertisement	0		
		Appcast	0		
		Cross Channel Advertising (TV Spot)	0		
ENTER006945	Enterprise Account Executive	Circa - General Outreach	0	1	
		Indeed	1		
		Indeed - Appcast	2		
		Monster - Appcast	2		
		3rd Party Agency- PeopleSolved	1		
		ZipRecruiter - Appcast	3		
		Adzuna - Appcast	1		
		Astound Career Board - External and Internal	0		
		Company Vehicle Advertisement	0		
		Appcast	0		
RETAI007153	Retail Sales Representative	Cross Channel Advertising (TV Spot)	0	1	
		Circa - General Outreach	0		
		Astound Career Board - External and Internal	1		
		Indeed - Appcast	1		
		Employee Referral	1		
		Company Vehicle Advertisement	0		
		Appcast	0		
		Indeed	0		
		Cross Channel Advertising (TV Spot)	0		
		Circa - General Outreach	0		
BROAD006093	Broadband Technician	Astound Career Board - External and Internal	1		

		Indeed	2	1
		Appcast	6	
		Company Vehicle Advertisement	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
WAREH006399	Warehouse Technician	Astound Career Board - External and Internal	2	
		Indeed	0	
		Appcast	2	1
		Company Vehicle Advertisement	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
BROAD007017	Broadband Technician	Astound Career Board - External and Internal	0	
		Indeed	0	
		Appcast	2	
		Company Vehicle Advertisement	0	
		Employee Referral	1	1
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
BROAD007207	Broadband Technician	Astound Career Board - External and Internal	1	1
		Indeed	1	
		Appcast	1	
		Company Vehicle Advertisement	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
BROAD007018	Broadband Technician	Astound Career Board - External and Internal	2	
		Indeed	2	
		Appcast	6	1
		Company Vehicle Advertisement	0	
		Employee Referral	3	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
BROAD007148	Broadband Technician	Astound Career Board - External and Internal	3	
		Indeed	0	
		Appcast	1	
		Company Vehicle Advertisement	0	
		Former Employee	1	1
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
SENIO007416	Senior Financial Analyst Capital Projects	Astound Career Board - External and Internal	2	
		Indeed	0	
		Appcast	1	1
		Company Vehicle Advertisement	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
VOICE005991	Voice Implementation Project Manager II	Appcast	0	
		Indeed	0	
		Astound Career Board - External and Internal	2	1
		Company Vehicle Advertisement	1	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
IMPLE007342	Implementation Project Manager III	Word of Mouth	1	1
		Company Vehicle Advertisement	0	
		Indeed	1	
		Appcast	0	
		Astound Career Board - External and Internal	0	
		Cross Channel Advertising (TV Spot)	0	

LEADC006486	Construction Lead	Circa - General Outreach	0	
		Employee Referral	1	1
		Company Vehicle Advertisement	0	
		Indeed	0	
		Appcast	1	
		Astound Career Board - External and Internal	0	
		Cross Channel Advertising (TV Spot)	0	
ENTER007302	Enterprise Account Executive	Circa - General Outreach	0	
		3rd Party Agency- PeopleSolved	3	
		LinkedIn	2	1
		Astound Career Board - External and Internal	0	
		Company Vehicle Advertisement	0	
		Indeed	0	
		Appcast	1	
IMPLE007341	Implementation Project Manager III	Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		3rd Party Agency- PeopleSolved	1	1
		LinkedIn	1	
		Indeed	0	
		Appcast	0	
		Astound Career Board - External and Internal	0	
MARKE006776	Marketing Manager	Company Vehicle Advertisement	0	
		Cross Channel Advertising (TV Spot)	0	
		Circa - General Outreach	0	
		Astound Career Board - External and Internal	2	
		Indeed	0	
		Appcast	1	1
		Company Vehicle Advertisement	0	
MANAG006354	Manager, Market Development Business Solutions	Cross Channel Advertising (TV Spot)	0	
		LinkedIn	1	
		Circa - General Outreach	0	
		Astound Career Board - External and Internal	1	
		Indeed	0	
		Appcast	1	
		Company Vehicle Advertisement	0	
PERMI005472	Permit Technician II	Cross Channel Advertising (TV Spot)	0	
		Employee Referral	1	1
		LinkedIn	2	
		Circa - General Outreach	0	
		Astound Career Board - External and Internal	0	
		Indeed	0	
		Appcast	1	1

FCC Annual Report
Unit 12131 Rocklin, Placer County, CA
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	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No

	Info@circaworks.com			
Circa - OverFiftyJobs.com	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No
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): California	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 - CaliforniaJobNetwork	Joseph Irizarry joe.irizarry@mitratech.com Info@circaworks.com	1000 N Water St Suite 1200 Milwaukee, WI 53202	800.984.3775	No

Circa - CaliforniaDiversity	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 Rebecca Hornak rebecca.hornak@astound.com	2029 Stierlin Ct Mountain View, CA 94043	312-650-7673	No
ZipRecruiter	Casey Hill Casey.hill@ziprecruiter.com	40 East Rio Salado Pkwy. Tempe, AZ 85281	480.518.9809	No
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
Adzuna - 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 12131 Rocklin, Placer County, CA
FCC General Recruitment Report 76.1702(b)(3)
July 15, 2022 through July 14, 2023

Outreach Efforts	Sponsor	Date	Description
Employee Referral Program	Astound Broadband	Ongoing	Company referral program to incentivize employees to help identify candidates and support diversity in hiring. 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 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, Sales, and Marketing. We also provided 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. 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, 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)
AskLexi Learning Resource Program	Astound Broadband	Ongoing	
Internships	Astound Broadband	May - August 2023	
Social Media Outreach	Astound Broadband	Ongoing	
Employee Training Program	Astound Broadband	Ongoing	
NCTI Certification and Training Program	NCTI & Astound Broadband	Ongoing	
Company Vehicle Advertisements	Astound Broadband	Ongoing	
Tuition Reimbursement 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.
ModelExpand x Astound Inclusive Hiring Training Series	ModelExpand & Astound Broadband	Ongoing	
Hosted Astound Virtual Career Fair	Astound Broadband	June 20, 22nd 27th, 2023	
Hosted Astound Virtual Career Fair	Astound Broadband	3/8/2023	Astound Broadband organized and hosted a virtual career fair for all open positions in our west coast states to expand our candidate pool
General outreach to California Hispanic Chambers of Commerce	Circa on behalf of Astound Broadband	10/22/2022	Astound Broadband organized and hosted a virtual career fair for all open positions in our west coast states to expand our candidate pool
General outreach to Independent Living Resources (Branch)-Fairfield	Circa on behalf of Astound Broadband	7/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to The Arc of San Bernardino Area	Circa on behalf of Astound Broadband	8/11/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Mark Sanders America's Job Center of California	Circa on behalf of Astound Broadband	7/21/2022	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 - Sacramento	Circa on behalf of Astound Broadband	8/21/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Vets Hired	Circa on behalf of Astound Broadband	8/4/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to California Hispanic Chambers of Commerce	Circa on behalf of Astound Broadband	7/20/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to PRIDE Industries	Circa on behalf of Astound Broadband	8/4/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to The ARC of Placer	Circa on behalf of Astound Broadband	7/21/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Yuba County One Stop	Circa on behalf of Astound Broadband	8/4/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Sonoma County Veterans Services	Circa on behalf of Astound Broadband	7/19/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to AARP SCSEP Program - Sacramento	Circa on behalf of Astound Broadband	8/3/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to SAFE Foundation	Circa on behalf of Astound Broadband	7/19/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Vocational Rehabilitation - Woodland Branch	Circa on behalf of Astound Broadband	7/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Sacramento Works One Stop Career Center - Citrus Heights	Circa on behalf of Astound Broadband	7/21/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Vocational Rehabilitation - Auburn Branch	Circa on behalf of Astound Broadband	9/2/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to NAACP - Sacramento	Circa on behalf of Astound Broadband	8/13/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Disabled American Veterans - Dick Bilyeu Chapter 93	Circa on behalf of Astound Broadband	9/4/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Greater Sacramento Urban League	Circa on behalf of Astound Broadband	8/13/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Oroville Community Employment Center	Circa on behalf of Astound Broadband	8/13/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Private Public Partnership Office	Circa on behalf of Astound Broadband	11/1/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Roseville Connections	Circa on behalf of Astound Broadband	8/13/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Sacramento Job Services	Circa on behalf of Astound Broadband	8/13/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Sacramento Works One Stop Career Center - Lemon Hill	Circa on behalf of Astound Broadband	8/13/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to ESDS: California	Circa on behalf of Astound Broadband	12/13/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Vocational Rehabilitation - Antioch Branch	Circa on behalf of Astound Broadband	9/4/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities

General outreach to WTS-Women's Transportation Seminar -Inland Empire Chapter	Circa on behalf of Astound Broadband	10/1/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Trades Women, Inc.	Circa on behalf of Astound Broadband	8/18/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Elk Grove Adult & Community Education	Circa on behalf of Astound Broadband	8/22/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Crossroads Diversified Services, Inc.	Circa on behalf of Astound Broadband	9/5/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Field Iron Workers Apprenticeship	Circa on behalf of Astound Broadband	8/22/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Asian Resources	Circa on behalf of Astound Broadband	8/21/2022	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	8/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to El Concilio - CalWORKs Lodi	Circa on behalf of Astound Broadband	10/31/2022	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	8/7/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to South San Francisco Adult Education	Circa on behalf of Astound Broadband	8/29/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Community Integrated Work Program Inc	Circa on behalf of Astound Broadband	8/4/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to FCNI-Family Care Network, Inc	Circa on behalf of Astound Broadband	7/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Hire-Ability Employment Services	Circa on behalf of Astound Broadband	7/27/2022	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	8/23/2022	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	7/30/2022	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		8/2/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to LULAC -Council #3252	Circa on behalf of Astound Broadband	8/2/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Mission Language and Vocational School	Circa on behalf of Astound Broadband	8/9/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Richmond Works Once Stop Career Center	Circa on behalf of Astound Broadband	8/26/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to WorkforceNapa Business & Career Center	Circa on behalf of Astound Broadband	7/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Southern Oregon University	Circa on behalf of Astound Broadband	7/30/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to TechSkills - Sacramento	Circa on behalf of Astound Broadband	7/27/2022	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	7/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to American GI Forum - Santa Maria	Circa on behalf of Astound Broadband	7/28/2022	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	7/30/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Disabled American Veterans - Memorial Chapter 45	Circa on behalf of Astound Broadband		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	7/30/2022	
General outreach to Employment Development Department Workforce Services	Circa on behalf of Astound Broadband	8/15/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Martinez Outpatient Clinic	Circa on behalf of Astound Broadband		Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Oregon Employment Department Veteran Services - Hillsboro	Circa on behalf of Astound Broadband	7/27/2022	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	7/30/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Rubicon Programs	Circa on behalf of Astound Broadband	8/1/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Worksource Clackamas	Circa on behalf of Astound Broadband	7/27/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to San Francisco Women's CEnters	Circa on behalf of Astound Broadband	9/6/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Modesto High School	Circa on behalf of Astound Broadband	9/24/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Opportunity Junction	Circa on behalf of Astound Broadband	9/26/2022	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	9/22/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Community Center for the Blind and Visually Impaired	Circa on behalf of Astound Broadband		Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Horizons Unlimited	Circa on behalf of Astound Broadband	9/28/2022	
General outreach to Southwest Autism Research & Resource Center	Circa on behalf of Astound Broadband	10/12/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to UCP of Stanislaus County	Circa on behalf of Astound Broadband		Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Arizona Association of Black Journalists	Circa on behalf of Astound Broadband	10/15/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Bay Area Black Journalists Association	Circa on behalf of Astound Broadband	9/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Central Valley Opportunity Center (CVOC)	Circa on behalf of Astound Broadband	9/30/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Southeast Asian Development Center	Circa on behalf of Astound Broadband	9/23/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Department of Rehabilitation	Circa on behalf of Astound Broadband	9/27/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Stanislaus County Workforce Development	Circa on behalf of Astound Broadband	9/23/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Hastings College	Circa on behalf of Astound Broadband	9/25/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Klamath Community College	Circa on behalf of Astound Broadband	9/24/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Peter Johansen High School	Circa on behalf of Astound Broadband	9/29/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Yavapai College	Circa on behalf of Astound Broadband	10/4/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Delta Vet Center	Circa on behalf of Astound Broadband	9/25/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Pat Tillman Veterans Center at Arizona State University	Circa on behalf of Astound Broadband	9/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to San Joaquin County Veterans Services	Circa on behalf of Astound Broadband	9/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Tuolumne County Veterans Services	Circa on behalf of Astound Broadband	9/24/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Maitri	Circa on behalf of Astound Broadband	10/18/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities

General outreach to WISH (Women Involved in Software & Hardware)	Circa on behalf of Astound Broadband	9/29/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Women in Business at the University of Colorado Boulder	Circa on behalf of Astound Broadband	10/3/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Bethel Family Resource Center	Circa on behalf of Astound Broadband	11/28/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to CEO Food Pantry (Hazleton/Wilkes Barre/Tunkhannock)	Circa on behalf of Astound Broadband	11/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Gary Job Corps Community	Circa on behalf of Astound Broadband	11/8/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Henderson County Chamber of Commerce	Circa on behalf of Astound Broadband	11/7/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Partners In Progress	Circa on behalf of Astound Broadband	12/2/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Paul Simon Chicago Job Corps Center	Circa on behalf of Astound Broadband	12/8/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Poder Learning Center	Circa on behalf of Astound Broadband	12/1/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Upwardly Global - Chicago	Circa on behalf of Astound Broadband	11/7/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Woodlawn Employment Center	Circa on behalf of Astound Broadband	12/5/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to ARCIL San Marcos	Circa on behalf of Astound Broadband	11/8/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Avenues To Independence	Circa on behalf of Astound Broadband	12/16/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Benton Division of Rehabilitation Services	Circa on behalf of Astound Broadband	11/5/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Division of Vocational Rehabilitation - Lynnwood	Circa on behalf of Astound Broadband	12/19/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Friedman Place	Circa on behalf of Astound Broadband	11/23/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Keystone Community Resources HQ	Circa on behalf of Astound Broadband	11/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Managed Care Network	Circa on behalf of Astound Broadband	11/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to The Arc of Owensboro	Circa on behalf of Astound Broadband	11/18/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Vocational Rehabilitation - Huntingburg	Circa on behalf of Astound Broadband	11/5/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Arab American Family Services	Circa on behalf of Astound Broadband	12/3/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Chicago Urban League	Circa on behalf of Astound Broadband	11/15/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Inner City Youth and Adult Foundation	Circa on behalf of Astound Broadband	12/15/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to United Neighborhood Centers of NEPA	Circa on behalf of Astound Broadband	11/16/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to WorkOne Southwest	Circa on behalf of Astound Broadband	12/14/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Workforce Solutions - Rural Capital Area	Circa on behalf of Astound Broadband	11/8/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Center for Career Development at the University of Evansville	Circa on behalf of Astound Broadband	11/19/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Central Washington University	Circa on behalf of Astound Broadband	11/16/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Palo Alto College	Circa on behalf of Astound Broadband	12/13/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to SMU Cox School of Business	Circa on behalf of Astound Broadband	11/5/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Trinity International University	Circa on behalf of Astound Broadband	11/19/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Community Career Center	Circa on behalf of Astound Broadband	11/5/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Connect Vets	Circa on behalf of Astound Broadband	12/6/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Disabled American Veterans - Dubois County 77	Circa on behalf of Astound Broadband	11/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to DuPage County Workforce Development Division	Circa on behalf of Astound Broadband	11/5/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to El Centro East One-Stop Business & Employment Services	Circa on behalf of Astound Broadband	11/5/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Evanston Vet Center	Circa on behalf of Astound Broadband	11/26/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Evansville Vet Center	Circa on behalf of Astound Broadband	11/17/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Greater Texarkana Workforce Center	Circa on behalf of Astound Broadband	11/5/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to IDES - Lombard	Circa on behalf of Astound Broadband	11/5/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Jesse Brown VA Medical Center	Circa on behalf of Astound Broadband	12/11/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Knox County Veteran Services	Circa on behalf of Astound Broadband	11/5/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Lackawanna County Veterans Affairs	Circa on behalf of Astound Broadband	11/7/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Luzerne County Veterans Affairs	Circa on behalf of Astound Broadband	11/21/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to North Suburban Cook County American Job Center	Circa on behalf of Astound Broadband	11/5/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to PA CareerLink Mercer County	Circa on behalf of Astound Broadband	11/5/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Perry County Veteran Services	Circa on behalf of Astound Broadband	11/5/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Pike County Veteran Services	Circa on behalf of Astound Broadband	11/5/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Sullivan County Veterans Affairs	Circa on behalf of Astound Broadband	11/7/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Volunteers of America - Illinois	Circa on behalf of Astound Broadband	12/10/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to WorkOne Hammond	Circa on behalf of Astound Broadband	11/5/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to WorkSource Pullman	Circa on behalf of Astound Broadband	11/5/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Worksource Solutions - Rural Capital Area	Circa on behalf of Astound Broadband	11/5/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Wyoming County Veterans Affairs	Circa on behalf of Astound Broadband	11/7/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Ada S McKinley Community Services, Inc	Circa on behalf of Astound Broadband	11/4/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to WTS-Women's Transportation Seminar-Greater Chicago Chapter	Circa on behalf of Astound Broadband	11/23/2022	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	3/17/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to 100 Black Men of the Bay Area, Inc.	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 El Concilio - CalWORKs Tracy	Circa on behalf of Astound Broadband	3/19/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to El Concilio - Manteca Office	Circa on behalf of Astound Broadband	3/21/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Back 2 Work at Butte County Office of Education	Circa on behalf of Astound Broadband	3/21/2023	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	3/22/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to EDD Vallejo California	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 MassHire Berkshire Career 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 Veterans Inc.	Circa on behalf of Astound Broadband	3/19/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to YWCA of San Francisco & Marin	Circa on behalf of Astound Broadband	3/20/2023	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	4/13/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Hack The Hood	Circa on behalf of Astound Broadband	4/6/2023	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	4/15/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Catholic Community Services	Circa on behalf of Astound Broadband	3/3/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to DESI/Job Corps - Washington Project Office	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 Neighborhood House	Circa on behalf of Astound Broadband	2/24/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Sacramento Hispanic Chamber of Commerce	Circa on behalf of Astound Broadband	5/19/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Refugee Resettlement Office	Circa on behalf of Astound Broadband	6/5/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Colville WorkSource Division of Vocational Rehabilitation	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 Division of Vocational Rehabilitation - Everett	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 Employ America	Circa on behalf of Astound Broadband	5/4/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Chapman University	Circa on behalf of Astound Broadband	3/29/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Compton College	Circa on behalf of Astound Broadband	5/16/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Monterey Peninsula College	Circa on behalf of Astound Broadband	3/28/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Pacific Union College	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 USC Viterbi-School of Engineering	Circa on behalf of Astound Broadband	5/11/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to California State University Chico - Student Veteran Organization	Circa on behalf of Astound Broadband	5/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Disabled American Veterans - Bremerton #5	Circa on behalf of Astound Broadband	2/17/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to HSWL San Pedro	Circa on behalf of Astound Broadband	1/2/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Soldier For Life - Transition Assistance Program - Fort Lewis	Circa on behalf of Astound Broadband	2/2/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to VA Greater Los Angeles Healthcare System	Circa on behalf of Astound Broadband	6/15/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to WTS - Orange County Chapter	Circa on behalf of Astound Broadband	4/9/2023	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	3/16/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Per Scholas	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 Unitek College	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 National Black Trans Advocacy Coalition	Circa on behalf of Astound Broadband	5/11/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Civic League of Greater New Brunswick	Circa on behalf of Astound Broadband	3/14/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Crossroads at Park Place, Inc.	Circa on behalf of Astound Broadband	3/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Houston Area Urban League	Circa on behalf of Astound Broadband	3/20/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Marcy-Newberry Association, Inc. - Job Training & Placement	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 Northwell Health -Vocational Rehabilitation Program	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 Renewed Innovations	Circa on behalf of Astound Broadband	3/22/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Fedcap Rehabilitation Services	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 Helping Hand Center	Circa on behalf of Astound Broadband	3/18/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Lehigh Valley Center for Independent Living (LVCIL)	Circa on behalf of Astound Broadband	3/18/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to New Jersey Department of Labor and Workforce Development (Division of Vocational Rehabilitation)	Circa on behalf of Astound Broadband	3/18/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Project Freedom, Inc. - Robbinsville	Circa on behalf of Astound Broadband	3/14/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Vocational Rehabilitation Services - Allentown	Circa on behalf of Astound Broadband	3/18/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Centro Romero	Circa on behalf of Astound Broadband	3/23/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Corazon Community Services	Circa on behalf of Astound Broadband	3/19/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Dominican Women's Development Center	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 Mujeres Latinas En Accion - Chicago	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 The Doe Fund	Circa on behalf of Astound Broadband	3/18/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to PA CareerLink Lehigh Valley	Circa on behalf of Astound Broadband	3/18/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Union County College	Circa on behalf of Astound Broadband	3/21/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Chautauqua Works One-Stop	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 Disabled American Veterans - A G Tricentennial Chapter 84	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 Disabled American Veterans - Lehigh Valley #7	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 Fort Belvoir Warrior Transition Battalion	Circa on behalf of Astound Broadband	3/14/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Houston VA Regional Office - VR&E	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 IDES - Veteran Intensive Services Coordinator	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 Newton One Stop Career Center	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 Workforce Solutions Texoma	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 WorkSource Baker City	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 Boys & Girls Aid	Circa on behalf of Astound Broadband	5/11/2023	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	3/20/2023	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	4/21/2023	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	3/30/2023	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	5/30/2023	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	4/14/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Regional Center Of The East Bay	Circa on behalf of Astound Broadband	5/23/2023	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	5/18/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Vocational Rehabilitation-Greater East Bay District	Circa on behalf of Astound Broadband	5/16/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities
General outreach to Alameda County Vocational Program	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 Disabled American Veterans - Ozie Boler Chapter 21	Circa on behalf of Astound Broadband	4/25/2023	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	4/10/2023	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	4/21/2023	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	5/5/2023	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	5/17/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities

Amend

Print



EEO Form 396-C

File No.: CBL0010358

Filing Status: **Ready for Review**

12131

Reference
Copy
OMB Control
No. 3060-1033

General Information

FCC Registration Number (FRN)

0015637911

Filing Year

2023

Employment Unit ID (EUID)

12131

Section I - Identifying Information

Has the identifying information associated with this EUID changed?

No

Operator Legal Name

WAVEDIVISION VI, LLC

Operator Address 1

3700 Monte Villa Parkway, Bothell WA

Operator City

Rocklin

Operator state

WA

Operator Zip Code

98021

State of Employment Office

CA

County of Employment Office

Placer

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

008792

CA0856, CA0858, CA0857, CA0519, CA0164,
CA1046, CA1678, CA1679, CA0717, CA0912

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)Rocklin, Placer County, CA Unit 12131 - 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)Rocklin, Placer County, CA Unit 12131 - 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**Certifying Official Title**

Amy Atkins

VP Human Resources

Certifying Official Phone

903-805-5855

Certifying Official Email

amy.atkins@astound.com

Certifying Date Signed

2023-09-28