



FCC Annual Report				
Unit 12002- Concord, 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	180 John Street	416.347.8052	No
	thalia.marquez@peoplesolved.com	Suite 401		
	Owen Tamsitt	Toronto, Ontario	647.389.0261	
	owen@peoplesolved.com	M5T 1X5		
Astound Career Board - External and Internal	Adilene Scarborough	3700 Monte Villa Parkway, Suite 200	425.217.4000	No
	Adilene.Scarborough@astound.com	Bothell, WA 98021		
Circa - AfricanAmericanHires.com	Joseph Irizarry	1000 N Water St Suite 1200	800.984.3775	No
	joe.irizarry@mitratech.com	Milwaukee, WI 53202		
	Info@circaworks.com			
Circa - AILGBTJobs.com	Joseph Irizarry	1000 N Water St Suite 1200	800.984.3775	No
	joe.irizarry@mitratech.com	Milwaukee, WI 53202		
	Info@circaworks.com			
Circa - AsianHires.com	Joseph Irizarry	1000 N Water St Suite 1200	800.984.3775	No
	joe.irizarry@mitratech.com	Milwaukee, WI 53202		
	Info@circaworks.com			
Circa - VeteranJobs.net	Joseph Irizarry	1000 N Water St Suite 1200	800.984.3775	No
	joe.irizarry@mitratech.com	Milwaukee, WI 53202		
	Info@circaworks.com			
Circa - DisabilityJobs.net	Joseph Irizarry	1000 N Water St Suite 1200	800.984.3775	No
	joe.irizarry@mitratech.com	Milwaukee, WI 53202		
	Info@circaworks.com			
Circa - LatinoJobs.org	Joseph Irizarry	1000 N Water St Suite 1200	800.984.3775	No
	joe.irizarry@mitratech.com	Milwaukee, WI 53202		
	Info@circaworks.com			
Circa - OverFiftyJobs.com	Joseph Irizarry	1000 N Water St Suite 1200	800.984.3775	No
	joe.irizarry@mitratech.com	Milwaukee, WI 53202		

	Info@circaworks.com			
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 Depa	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
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.	650 College Rd E Suite 3100, Princeton, NJ 08540	609.452.2543	No
Social Media Outreach; Facebook, Twitter, Ins	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
LinkedIn	Larry Gould www.linkedin.com Rebecca Hornak rebecca.hornak@astound.com	2029 Stierlin Ct Mountain View, CA 94043	312-650-7673	No
Appcast - BuyerAds Postings	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

Wave Division Holdings, LLC. dba Astound Broadband			
Unit 12002- Concord, 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 modules available to foster career growth opportunities and provided the opportunity to participate in training based on development goals and interests, as well as assigned training based on the role within the organization.
AskLexi Learning Resource Program	Astound Broadband	Ongoing	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 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 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 Services, Advanced skills, and more depending on training.
Social Media Outreach	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.
Employee Training Program	Astound Broadband	Ongoing	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 Horizons Unlimited	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 The Janet Pomeroy Center	Circa on behalf of Astound Broadband	8/31/2022	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	9/4/2022	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	8/19/2022	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	8/24/2022	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	8/19/2022	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	8/19/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Bakersfield College - Veterans Resource Center	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 Barstow Community College	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 California State University - Los Angeles	Circa on behalf of Astound Broadband	8/16/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Cerritos College	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 Chaffey College	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 Coastline Community College	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 College of the Redwoods	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 Gavilan College	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 Grossmont College	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 Hope International University	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 Humboldt State University	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 Laney College	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 Los Angeles Pierce College	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 Orange Coast College	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 Pacific Oaks College	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 Palo Verde College	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 San Bernardino Valley College	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 Santa Rosa Junior College - Santa Rosa Campus	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 Simpson University	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 University of California Davis	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 William Jessup University	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 Workforce Connection - Coalinga	Circa on behalf of Astound Broadband	8/19/2022	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	8/28/2022	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	9/6/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to EDD Workforce Service - San Francisco Civic 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 Eden Area Multiservice 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 Employment Development Department	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 Employment Development Department - San Rafael	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 Chinese Information and Service Center	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 Edmonds College - Career Action Center	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 Civic League of Greater New Brunswick	Circa on behalf of Astound Broadband	11/12/2022	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	12/1/2022	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	11/14/2022	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	11/13/2022	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	11/11/2022	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	11/15/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Best Buddies - Illinois	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 Fedcap Rehabilitation Services	Circa on behalf of Astound Broadband	11/12/2022	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	11/12/2022	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	11/15/2022	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	11/13/2022	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	11/13/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to S.H.A.P.E. Community Center, Inc.	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 Denver Economic Development & Opportunity	Circa on behalf of Astound Broadband	11/13/2022	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	11/22/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Burlington Workforce Center	Circa on behalf of Astound Broadband	11/13/2022	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	11/13/2022	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	11/15/2022	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	11/16/2022	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	11/13/2022	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	7/24/2022	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Catholic Charities CYO	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 East Bay Innovations	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 Independence Associates Center for Independent Living	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 State of Washington Division of Vocational Rehab	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 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 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 Chinese For Affirmative Action	Circa on behalf of Astound Broadband	7/10/2023	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	7/10/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Epic Bible Living	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 Independent Living Resources (Branch)-Fairfield	Circa on behalf of Astound Broadband	5/2/2023	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	4/11/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to San Joaquin Delta College	Circa on behalf of Astound Broadband	6/14/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Solano Community College	Circa on behalf of Astound Broadband	6/28/2023	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	5/10/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to San Mateo County California - Veterans Services	Circa on behalf of Astound Broadband	4/4/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Volunteers of America -HVRP Compton 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 Center for Domestic Peace	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 CASA Latina	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 California Society of Tax Consultants San Francisco Bay Chapter	Circa on behalf of Astound Broadband	4/11/2023	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 Center For Administering Rehabilitation and Employment Services (CARES)	Circa on behalf of Astound Broadband	4/7/2023	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 Sacramento Hispanic Chamber of Commerce	Circa on behalf of Astound Broadband	5/26/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to SACNAS	Circa on behalf of Astound Broadband	7/13/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to SACNAS - San Jose City College Chapter	Circa on behalf of Astound Broadband	6/18/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to California State University Chico-Engineering School	Circa on behalf of Astound Broadband	6/25/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to California State University Fresno-Engineering School	Circa on behalf of Astound Broadband	5/28/2023	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	5/18/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Merritt College	Circa on behalf of Astound Broadband	6/20/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Mills College	Circa on behalf of Astound Broadband	7/5/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Notre Dame de Namur University	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 Pacific Union College	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 WTS - Orange County Chapter	Circa on behalf of Astound Broadband	5/28/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Gilroy Chamber of Commerce	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 Vietnamese American Council	Circa on behalf of Astound Broadband	3/31/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to International Rescue Committee	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 ProjectHIREd	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 Silicon Valley Independent Living Center	Circa on behalf of Astound Broadband	4/7/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Billy DeFrank LGBT Community Center	Circa on behalf of Astound Broadband	4/30/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to North San Jose America's Job Center of California	Circa on behalf of Astound Broadband	3/12/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to Work 2 Future Youth Training Center	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 AMERICAN GI FORUM-SANTA CLARA COUNTY VETERANS	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 Organization of Chinese American Women - California	Circa on behalf of Astound Broadband	3/26/2023	Circa and Astound Broadband partnered to conduct outreach to various organizations servicing underrepresented peoples and communities.
General outreach to YWCA Watsonville	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 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 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 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 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 Lackawanna County Veterans Affairs	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 Luzerne County Veterans Affairs	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 PA CareerLink Mercer County	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 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 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 Refugee Resettlement Office	Circa on behalf of Astound Broadband	6/2/2023	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.

Amend

Print



# EEO Form 396-C

File No.: CBL0010349

Filing Status: **Ready for Review**

**12002**

Reference  
Copy  
OMB Control  
No. 3060-1033

## General Information

**FCC Registration Number (FRN)**

0013907928

**Filing Year**

2023

**Employment Unit ID (EUID)**

12002

## Section I - Identifying Information

**Has the identifying information associated with this EUID changed?**

No

**Operator Legal Name**

ASTOUND BROADBAND, LLC

**Operator Address 1**

3700 Monte Villa Parkway, Suite 200, Bothell, WA  
98021

**Operator City**

Concord

**Operator state**

WA

**Operator Zip Code**

98021

**State of Employment Office**

CA

**County of Employment Office**

Contra Costa

**Application Purpose**

New Program Report

**Supplemental Investigation Sheet (SIS) Required**

true

**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**  
020098

**Communities**  
CA1585, CA1812, CA1813, CA1582, CA1632

### Section III - EEO Policy and Program Requirements

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**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

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

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**Job Description**  
Sales Workers

**Exhibit Employee Job Descriptions**  
Job Description - Sales Worker.pdf

### PART II - Inquiries Concerning EEO Program and Practices

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**SIS Question 3**  
2023 SIS Response - Unit 12002 - Contra Costa - Question 3.pdf

**SIS Question 2**  
2023 SIS Response - Unit 12002 - Contra Costa - Question 2.pdf

**SIS Question 6**  
2023 SIS Response - Unit 12002 - Contra Costa - Question 6.pdf

### PART III - EEO Public File Report

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**EEO Public File Report for Previous Year**  
Concord, CA Unit 12002 - FCC 2023.xlsx

### Exhibits

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**Exhibit Employee Job Descriptions**  
Job Description - Sales Worker.pdf

**EEO Public File Report for Previous Year**  
Concord, CA Unit 12002 - FCC 2023.xlsx

**SIS Question 2**

2023 SIS Response - Unit 12002 - Contra Costa - Question 2.pdf

**SIS Question 3**

2023 SIS Response - Unit 12002 - Contra Costa - Question 3.pdf

**SIS Question 6**

2023 SIS Response - Unit 12002 - Contra Costa - Question 6.pdf

**Certifications**

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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**

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**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**

2023-09-28