

Grande Communications Networks, LLC, dba. Astound Broadband
EEO Public File Report
Employment Unit ID # 12299
Travis County, Texas
FCC Year July 15, 2023 through July 14, 2024

Total # of Full-Time Vacancies Filled During Period: 9
Total # People Interviewed for Full-Time Vacancies During Period: 41

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
ACCOU007843	Account Executive	LinkedIn	2	1
		Professional/Business Referral	0	0
		Word of Mouth	0	0
		Indeed	0	0
		Astound Broadband Website - Careers Page	1	0
ACCOU007992	Account Executive	3rd Party Agency	4	1
		Careerbuilder	0	0
		LinkedIn	2	0
		Indeed	0	0
BUSIN007530	Business Account Executive	3rd Party Agency	1	0
		LinkedIn	0	0
		Indeed	1	0
		Astound Broadband Website - Careers Page	1	1
		Talent.com	0	0
CARRI007677	Carrier Sales Manager	3rd Party Agency	0	0
		Employee Referral	2	1
		Former Employee	0	0
		LinkedIn	5	0
		Professional/Business Referral	1	0
		State Job Board	0	0
		Word of Mouth	0	0
		ZipRecruiter	0	0
		WorkInTexas	0	0
		Indeed	0	0
		Monster	0	0
		Dice	0	0
		RecruitUSA	1	0
		Astound Broadband Website - Careers Page	2	0
		Astound Broadband Internal Posting	1	0
CONST007690	Construction Coordinator	Employee Referral	1	0
		Jobfair	0	0
		LinkedIn	1	0
		WorkInTexas	0	0
		Indeed	2	1
		Astound Broadband Website - Careers Page	0	0
CONST007691	Construction Coordinator	LinkedIn	0	0
		Indeed	0	0
		Astound Broadband Website - Careers Page	1	1
		Astound Broadband Internal Posting	1	0
CONST007865	Construction Coordinator	Employee Referral	1	1
		LinkedIn	0	0
		ZipRecruiter	0	0
		Indeed	2	0
		Astound Broadband Website - Careers Page	0	0
ENTER007417	Enterprise Installation Technician	Employee Referral	1	1
		LinkedIn	0	0
		Indeed	2	0
PERMI007619	Permit Coordinator	Employee Referral	1	1
		LinkedIn	1	0
		Indeed	2	0
		Astound Broadband Internal Posting	0	0
Totals:			40	9

Grande Communications Networks, LLC, dba. Astound Broadband
FCC Annual Report
Employment Unit ID # 12299
Travis County, Texas
Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)
July 15, 2023 - July 14, 2024

Source	Contact and Email	Address	Telephone	Entitled to Notifications
Indeed	Kyle Murphy kylemurphy@indeed.com	7501 N. Capital of Texas Hwy Austin, TX 78731	512.485.1899	No
LinkedIn	Larry Gould lgould@linkedin.com	2029 Stierlin Ct Mountain View, CA 94043	312.650.7673	No
Astound Broadband Careers Web Page	Adilene Scarborough adilene.scarborough@astound.com	3700 Monte Villa Pkwy Bothell, WA 98021	428.287.7698	No
Employee Referral Program	Adilene Scarborough adilene.scarborough@astound.com	3700 Monte Villa Pkwy Bothell, WA 98021	428.287.7698	No
Buyer	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Zip Recruiter	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Appcast	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Monster	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Talent	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Adzuna	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Talroo	Colleen Kelly ckelly@buyerads.com	175 Highland Ave, Needham, MA 02494	857-404-0891	No
Circa Mitrtech*	Tyler Kaplan tyler.kaplan@mitrtech.com	1000 N Water St Suite 1200, Milwaukee, WI 53202	800-984-3775	No

*All Astound vacancies are distributed by our external partner, Circa, on the following diverse job boards: AfricanAmericanHires.com, AILGBTJobs.com, AsianHires.com, VeteranJobs.net, DisabilityJobs.net, LatinoJobs.org, OverFiftyJobs.com, NativeJobs.org, WeHireWomen.com, and DiversityJobs.com. Circa also posts all vacancies on all of their In-Network state diversity job boards, and distributes all job opportunities to local organizations that support a diverse set of community members.

Grande Communications Networks, LLC. dba Astound Broadband
Employment Unit ID UNIT# 12299
Travis County, Texas
FCC General Recruitment Report - 76.1702(b)(3)
July 15, 2023 through July 14, 2024

Outreach Efforts	Sponsor	Date	Description
Astound Virtual Career Fair	Astound Broadband Talent Acquisition Team	6/19/2024	Hosted a National Career Fair, including Travis County.
Astound Summer Internship Program	Astound Recruiters, DEI Team and students from higher education institutions across the U.S.	05/01/2024 - 08/01/2024	Astound Intern program focused on providing college students intern opportunities in the MVPD industry.
BatFest	Astound Community Relations Representative Stephanie Cano-Qualls	8/26/2023	Festival
Hyde Park Fire Station Festival	Community and Astound employees	10/22/2023	Neighborhood event
Shipe Park Halloween Movie Night	Astound Community Relations Representative Stephanie Cano-Qualls	10/28/2023	Neighborhood event
OWANA Fall- Live Music in West Austin Park	Astound Community Relations Representative Stephanie Cano-Qualls	11/4/2023	Neighborhood event
Run for the Water	Astound employees: Joseph Markosfeld, Damilare Ganiyu, Carlos Delgado	11/5/2023	Community fun run
Armadillo Christmas Bazaar	Astound employees: Alex Ramirez, Rigoberto Rivera, Rozlyn Segura, Hector Romero, Miklynn Spencer, Carlos Delgado, Joe Tilly, Kenneth Kendall, Jamie Terrazas, Jonathon Dobernecki, Mike Searle, Xzavier Reyes	12/15/2023	Festival
OWANA Spring- Live Music in West Austin Park	Astound Community Relations Representative Stephanie Cano-Qualls	3/2/2024	Neighborhood event
CCDC Ice Cream Social	Astound Community Relations Representative Stephanie Cano-Qualls	6/2/2024	Neighborhood event
Shipe Park Splash Movie Night	Astound Community Relations Representative Stephanie Cano-Qualls	6/15/2024	Neighborhood event
1.1 Meeting Managerial Responsibilities	Astound Market Leadership Employees	1/1/2024 - 3/31/2024	Leadership development
Benefits of Diversity for Everyone	Astound Employees	3/29/2024 - 7/1/2024	Diversity training
Bystander Intervention	Astound Employees	6/26/2024 - 7/9/2024	Diversity training
Harassment Prevention, People Managers	Astound Employees	10/30/2023 - 11/13/2023	Required harassment prevention training
Microlearning-Implicit Bias	Astound Employees	09/01/2023 - 06/30/2024	Diversity training

Amend

Print



EEO Form 396-C

File No.: CBL0016784

Filing Status: **Ready for Review**

12299

Reference
Copy
OMB Control
No. 3060-1033

General Information

FCC Registration Number (FRN)

0006178198

Filing Year

2024

Employment Unit ID (EUID)

12299

Section I - Identifying Information

Has the identifying information associated with this EUID changed?

No

Operator Legal Name

GRANDE COMMUNICATIONS NETWORKS, INC.

Operator Address 1

1100 E HOWARD LN BLDG 6

Operator City

AUSTIN

Operator state

TX

Operator Zip Code

78753

State of Employment Office

TX

County of Employment Office

Travis

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

2023-07-15

Reporting Period End Date

2024-07-14

Section II - Community Information

PSID

Communities

021678

TX2334, TX2319, TX2281, TX2310, TX2312,
TX2612, TX2611

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)

2023.Public.File - Austin.pdf

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)

2023.Public.File - Austin.pdf

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

Sarah Moczygemba

Certifying Official Title

Vice President of HR

Certifying Official Phone

737-344-8617

Certifying Official Email

sarah.moczygemba@astound.com

Certifying Date Signed

2024-09-26