

Grande Communications Networks, LLC, dba. Astound Broadband  
EEO Public File Report  
Employment Unit ID # 12298  
Denton County, Texas  
FCC Year July 15, 2023 through July 14, 2024

Total # of Full-Time Vacancies Filled During Period: 8  
Total # People Interviewed for Full-Time Vacancies During Period: 56

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
BUSIN008012	Business Account Executive	3rd Party Agency	2	1
		Indeed	0	0
		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	0	0
DIREC007599	Direct Sales Representative	Employee Referral	2	1
ENTER007337	Enterprise Account Executive	3rd Party Agency	1	0
		LinkedIn	2	1
		ZipRecruiter	0	0
		WorkInTexas	0	0
		Indeed	1	0
		Astound Broadband Website - Careers Page	1	0
ENTER007536	Enterprise Account Executive	3rd Party Agency	2	0
		Employee Referral	2	1
		LinkedIn	1	0
		State Job Board	0	0
		Glassdoor	0	0
		Indeed	0	0
		Astound Broadband Website - Careers Page	0	0
		FINAN007798	Financial Analyst	3rd Party Agency
STRAT007488	Strategic Account Executive - GEMS (Medical)	LinkedIn	0	0
		ZipRecruiter	0	0
		Indeed	2	0
		Dice	0	0
		Astound Broadband Website - Careers Page	0	0
		3rd Party Agency	2	1
TECHN007954	Technical Project Manager	Indeed	0	0
		Astound Broadband Website - Careers Page	0	0
		3rd Party Agency	0	0
		Employee Referral	3	0
		LinkedIn	2	0
		State Job Board	2	0
		ZipRecruiter	1	0
		WorkInTexas	1	1
		Facebook	0	0
		Indeed	2	0
		Appcast	5	0
		Astound Broadband Website - Careers Page	2	0
		Astound Broadband Internal Posting	3	0
		Jobcase	0	0
		Company Vehicle Advertisement	0	0
WAREH007643	Warehouse Technician I	Employee Referral	0	0
		Glassdoor	0	0
		WorkInTexas	0	0
		Indeed	13	0
		Appcast	0	0
		Astound Broadband Website - Careers Page	1	1
<b>Totals:</b>			<b>56</b>	<b>8</b>

**Grande Communications Networks, LLC, dba. Astound Broadband**  
**FCC Annual Report**  
**Employment Unit ID # 12298**  
**Denton 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
WorkIn Texas	996 WF SOL International District Workforce wit.dallas@twc.texas.gov	5757 Alpha Road, Suite 800 Dallas, Texas 75240	972.388.5600	No
Facebook	Julie Thomas julie.thomas@astound.com Rebecca Hornak rebecca.hornak@astound.com <a href="http://www.facebook.com">www.facebook.com</a>	1 Hacker Way Menlo Park, CA 94025	650-308-7300	No
Company Vehicle Advertisement	Vanessa Perry vanessa.perry@astound.com	650 College Rd E Suite 3100 Milwaukee, WI 53202	609.452.2543	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 Mitrarech*	Tyler Kaplan tyler.kaplan@mitrarech.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# 12298**  
**Denton County, Texas**  
**FCC General Recruitment Report - 76.1702(b)(3)**  
**July 15, 2023 through July 14, 2024**

Outreach Efforts	Participants	Date	Description
Astound Virtual Career Fair	Astound Talent Acquisition team	6/19/2024	Hosted a National Career Fair, including Travis County, for all positions at Astound
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.
Robson Ranch HOA Business Expo	Astound Direct Sales Representative Heather Jaso	9/16/2023	Exclusive neighborhood event/ booth (Denton, Tx)
Fall Festival Castle Hills	Community	10/28/2023	Festival Sponsor for no-knock HOA/ Branding/ marketing advertising (Lewisville, TX)
Heritage Ranch HOA Fashion Show Luncheon Breast Cancer Awareness Event	Community	10/26/2023 - 10/27/2023	Sponsor HOA event in a no-knock active senior HOA / branding (Fairview, TX)
Holiday in the Plaza - Castle Hills	Community	11/25/2023	Sponsor event in a no-knock HOA/ branding/ marketing advertising (Lewisville, TX)
Frisco Christmas on the Square	Community	11/01/2023 - 01/30/2024	6 week holiday festival / Sponsor/branding/marketing advertising (Frisco, TX)
Castle Hills Easter Egg Hunt	Community	3/23/2024	Festival Sponsor for no-knock HOA/ Branding/ marketing advertising (Lewisville, TX)
Flower Mound Chamber Annual Golf Classic	Astound Direct Sales Team: Starr Oseguera and Angelina Barrera	3/25/2024	Tee box sponsor with booth (Flower, Mound, TX)
VOW HOA Resident Meeting	Astound Direct Sales Team: Heather Jaso and Stephanie Clark	4/9/2024	HOA meeting - drink sponsor and booth (Little Elm, TX)
Frisco RoughRiders Opening Day Game	Astound Direct Sales Representative Stephanie Clark	4/9/2024	Host social media contest winners in suite (Frisco, TX)
Frisco RoughRiders Take Mom to the Ballpark	Astound Field Operations Supervisor Branden Jacobs	5/19/2024	Host social media contest winners in suite (Frisco, TX)
Frisco Rotary Farmers Market	Astound Direct Sales Representative Andrea Velazquez	6/8/2024	Community event / sponsor / booth (Frisco, TX)
Frisco RoughRiders Take Dad to the Ballpark	Lori Salisbury, Astound Community Relations	6/14/2024	Host social media contest winners in suite (Frisco, TX)
Frisco Rotary Farmers Market	Astound Direct Sales Representative Stephanie Clark	6/15/2024	Community event / sponsor / booth (Frisco, TX)
Freedom Fest Castle Hills	Community	7/4/2024	Festival Sponsor for no-knock HOA/ Branding/ marketing advertising (Lewisville, TX)
1.1 Meeting Managerial Responsibilities	Astound Market Leadership Employees	4/22/2024	Leadership development
Benefits of Diversity for Everyone	Astound Employees	03/01/2024 - 07/31/2024	Diversity training
Bystander Intervention	Astound Employees	6/26/2024 - 7/8/2024	Diversity training
Harassment Prevention, People Managers	Astound Employees	10/27/2023 - 11/13/2023	Required harassment prevention training
Microlearning-Implicit Bias	Astound Employees	09/01/2023 - 07/30/2024	Diversity training
2024 Women's ERG Launch - Women's History Month	Astound Employees	4/16/2024	Cultural conversations with employee base

EUID has been updated successfully. ✕

The record has now been updated ✕

Amend

 Print



# EEO Form 396-C

File No.: CBL0016800

Filing Status: **Ready for Review**

## 12298

Reference  
Copy  
OMB Control  
No. 3060-1033

### General Information

**FCC Registration Number (FRN)**

0006178198

**Filing Year**

2024

**Employment Unit ID (EUID)**

12298

### Section I - Identifying Information

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

No

**Operator Legal Name**

GRANDE COMMUNICATIONS NETWORKS, INC.

**Operator Address 1**

500 TITTLE ROAD SUITE 400

**Operator City**

LEWISVILLE

**Operator state**

TX

**Operator Zip Code**

75056

**State of Employment Office**

TX

**County of Employment Office**

Denton

**Application Purpose**

New Program Report

**Supplemental Investigation Sheet (SIS) Required**

true

**Category of Respondent**

**Reporting Period Start Date**

2023-07-15

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

**Reporting Period End Date**  
2024-07-14

**Section II - Community Information**

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**PSID**

021680

**Communities**

TX2246, TX2316, TX2315, TX2243, TX2273, TX2604, TX2605, TX2299, TX2288, TX2623, TX2610, TX2609, TX2247, TX2285, TX2248

**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**

Officials and Managers

**Exhibit Employee Job Descriptions**

Job.Description.Director.of.Field.Ops.pdf

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

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**SIS Question 1**

2024.SIS.Response.Dallas.pdf

**SIS Question 4**

2024.SIS.Response.Dallas.pdf

**PART III - EEO Public File Report**

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**EEO Public File Report for Previous Year**

2024.Public.File - Dallas.pdf

**Exhibits**

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**Exhibit Employee Job Descriptions**

Job.Description.Director.of.Field.Ops.pdf

**EEO Public File Report for Previous Year**

2024.Public.File - Dallas.pdf

**SIS Question 1**

2024.SIS.Response.Dallas.pdf

**SIS Question 4**

2024.SIS.Response.Dallas.pdf

**SIS Question 7**

2024.SIS.Response.Dallas.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**

Sarah Moczygemba

**Certifying Official Title**

Sarah Moczygemba

**Certifying Official Phone**

737-344-8617

**Certifying Official Email**

sarah.moczygemba@astound.com

**Certifying Date Signed**

2024-09-26