

Grande Communications Networks, LLC, dba. Astound Broadband
EEO Public File Report
Employment Unit ID # 12295
Midland County, Texas
FCC Year July 15, 2023 through July 14, 2024

Total # of Full-Time Vacancies Filled During Period: 4
Total # People Interviewed for Full-Time Vacancies During Period: 24

| Requisition Number | Posting Title | Source | # Of Interviews | # of Hires |
|--------------------|-------------------------------------|--|-----------------|------------|
| BROAD007568 | Broadband Technician I | LinkedIn | 0 | 0 |
| | | Indeed | 5 | 1 |
| | | Appcast | 0 | 0 |
| | | Astound Broadband Website - Careers Page | 1 | 0 |
| | | Astound Broadband Internal Posting | 0 | 0 |
| DIREC007942 | Direct Sales Representative | Employee Referral | 1 | 0 |
| | | Word of Mouth | 1 | 0 |
| | | Indeed | 1 | 0 |
| | | Appcast | 3 | 1 |
| RETAI007838 | Retail Customer Care Representative | Employee Referral | 1 | 0 |
| | | LinkedIn | 0 | 0 |
| | | WorkInTexas | 0 | 0 |
| | | Indeed | 8 | 1 |
| | | Astound Broadband Website - Careers Page | 0 | 0 |
| RETAI007931 | Retail Customer Care Representative | Indeed | 3 | 1 |
| Totals: | | | 24 | 4 |

Grande Communications Networks, LLC, dba. Astound Broadband
FCC Annual Report
Employment Unit ID # 12295
Midland 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 |
| 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 Mitratech* | Tyler Kaplan tyler.kaplan@mitratech.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, AllLGBTJobs.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# 12295
Midland 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. |
| Oil Patch Kids Golf Invitational | Astound team: Brian Pera, Warehouse Rep, and Tommy Pate, Field Operations Supervisor | 7/14/2023-7/15/2023 | Charity Event / Media sponsor airtime trade |
| Midland Summer Movies in the Park | Community | 7/14/2023 | Community event. Astound was the title sponsor / branding |
| Midland County Fair | Community | 8/24/2023-8/27/2023 | Amphitheater airtime trade sponsor / branding / marketing |
| Permain Basin Ector County Fair and Expo | Community | 9/1/2023 - 9/10/2023 | Petting Zoo airtime trade Sponsor / branding / marketing (Odessa, TX) |
| Paint the Park | Astound Headend Paul Nunez | 9/23/2023 | Community event- fun run/walk |
| 3rd Annual West TX Women's Symposium | Astound Sales Rep Tausha Day | 10/11-10/12/23 | Silver sponsor Chamber event (Midland, TX) |
| Chocolate Decadence | Astound team: Tommy Pate, Field Operations Supervisor, and Jessie Para, BST Installer | 1/26/2024 | Charity event / Media sponsor airtime trade |
| Midland YMCA Shamrock Shuffle Run | Astound Headend Paul Nunez | 3/16/2024 | Lucky Sponsor Community event (Midland, TX) |
| Social Media Winners - VIP Suite to Odessa Jackalopes | Astound Field Director Kelley Carson | 3/23/2024 | Host social media contest winners in suite (Odessa, TX) |
| 2024 SHARE Walk | Community | 4/20/2024 | Ring Master sponsor airtime trade / Branding |
| Aphasia Awareness Concert | Astound team: Tommy Pate, Field Operations Supervisor, Eloy Benavides, BNT, and Kelley Carson, Field Director | 4/27/2024 | Headline sponsor airtime trade |
| Midland Summer Movies in the Park | Community | 6/7/2024 | Title sponsor / branding |
| Midland Summer Movies in the Park | Community | 6/28/2024 | Title sponsor / branding |
| Midland Star-Spangled Salute | Kelley Carson, Astound Field Director | 7/4/2024 | Cool Zone sponsor |
| 1.1 Meeting Managerial Responsibilities | Astound Employees | 9/6/2023 | Leadership development |
| Benefits of Diversity for Everyone | Astound Employees | 3/29/2024 - 7/1/2024 | Diversity training |
| Bystander Intervention | Astound Employees | 6/26/2024 - 7/10/2024 | Diversity training |
| Harassment Prevention, People Managers | Astound Employees | 10/01/2023 - 07/31/2024 | Required harassment prevention training |
| Microlearning-Implicit Bias | Astound Employees | 09/01/2023 - 05/30/2024 | Diversity training |
| 2024 Women's ERG Launch - Women's History Month | Astound Employees | 4/25/2024 | Cultural conversations with employee base |

EUID has been updated successfully. ✕

Amend

Print



EEO Form 396-C

File No.: CBL0016807

Filing Status: **Ready for Review**

12295

Reference
Copy
OMB Control
No. 3060-1033

General Information

FCC Registration Number (FRN)

0006178198

Filing Year

2024

Employment Unit ID (EUID)

12295

Section I - Identifying Information

Has the identifying information associated with this EUID changed?

No

Operator Legal Name

GRANDE COMMUNICATIONS NETWORKS, INC.

Operator Address 1

3001 W CUTHBERT

Operator City

MIDLAND

Operator state

TX

Operator Zip Code

79701

State of Employment Office

TX

County of Employment Office

Midland

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

020197

Communities

TX2613, TX2287, TX2292

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)

2024.Public.File - Midland.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)

2024.Public.File - Midland.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

Certifying Official Title

Sarah Moczygemba

Vice President of HR

Certifying Official Phone

737-344-8617

Certifying Official Email

sarah.moczygemba@astound.com

Certifying Date Signed

2024-09-26