

EUID has been updated successfully. ✕

The record has now been updated ✕

Amend

Print



EEO Form 396-C

File No.: CBL0010512

Filing Status: **Ready for Review**

12297

Reference
Copy
OMB Control
No. 3060-1033

General Information

FCC Registration Number (FRN)
0006178198

Filing Year
2023

Employment Unit ID (EUID)
12297

Section I - Identifying Information

Has the identifying information associated with this EUID changed?
No

Operator Legal Name
GRANDE COMMUNICATIONS NETWORKS, INC.

Operator Address 1
2401 E IH 20

Operator City
ODESSA

Operator state
TX

Operator Zip Code
79766

State of Employment Office
TX

County of Employment Office
Ector

Application Purpose
New Program Report

Supplemental Investigation Sheet (SIS) Required
true

Category of Respondent

Reporting Period Start Date
2022-07-15

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

Reporting Period End Date
2023-07-14

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

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

Job Description
Sales Workers

Exhibit Employee Job Descriptions
Sales.Job.Description.pdf

PART II - Inquiries Concerning EEO Program and Practices

SIS Question 3
2023 SIS Response - Unit #12297 - Odessa - Final.Version.pdf

SIS Question 2
2023 SIS Response - Unit #12297 - Odessa - Final.Version.pdf

SIS Question 6
2023 SIS Response - Unit #12297 - Odessa - Final.Version.pdf

PART III - EEO Public File Report

EEO Public File Report for Previous Year
2023 FCC Public File - Odessa - Final.Version.pdf

Exhibits

Exhibit Employee Job Descriptions

Sales.Job.Description.pdf

EEO Public File Report for Previous Year

2023 FCC Public File - Odessa - Final.Version.pdf

SIS Question 2

2023 SIS Response - Unit #12297 - Odessa - Final.Version.pdf

SIS Question 3

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SIS Question 6

2023 SIS Response - Unit #12297 - Odessa - Final.Version.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

2023-09-29

**2023 FCC EEO Public File Report for Grande Communications
Odessa, TX - #12297**

This Report Covers July 15, 2022 – July 14, 2023

Total # of Full-Time Vacancies Filled During Period: 1

Total # People Interviewed for Full-Time Vacancies During Period: 1

Please see attached recruitment source list for recruitment source contact information.

Full-Time Positions Filled

| # | Position Title | # Hired | Dates of Hire | Recruitment Source of Successful Applicant(s) | Recruitment Source(s) Used to Fill Vacancy | Number of Interviews Referred by Each Recruitment Source | Total Number Interviewed |
|---|-----------------------------------|---------|---------------|--|---|--|--------------------------|
| 1 | Senior Business Account Executive | 1 | 1/3/2023 | 0 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 1 Rehire 0 Staffing Agency | Astound Broadband Careers Page, Astound Broadband Recruitment Commercials, Circa, Indeed | 0 Employee Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Other 1 Rehire 0 Staffing Agency | 1 |

**2023 FCC EEO Public File Report for Grande Communications
Odessa, TX - #12297**

Recruitment/Source List

| Name of Recruitment Source | Contact Person(s) | Contact Phone | Contact E-mail | Entitled to Notifications |
|--|--------------------------|----------------------|-------------------------------|----------------------------------|
| Astound Careers Website | Seth Wiedmer | 512/470-0443 | seth.wiedmer@astound.com | N |
| Indeed | | | www.indeed.com | N |
| Astound Recruitment Commercials | Jessica Broadbent | 210-632-3065 | jessica.broadbent@astound.com | N |
| Circa: AfricanAmericanHires.com | Joe Irizarry | 800-984-3775 | joe.irizarry@circaworks.com | N |
| Circa: ALLBGTJobs.com | Joe Irizarry | 800-984-3775 | joe.irizarry@circaworks.com | N |
| Circa: AsianHires.com | Joe Irizarry | 800-984-3775 | joe.irizarry@circaworks.com | N |
| Circa: VeteranJobs.net | Joe Irizarry | 800-984-3775 | joe.irizarry@circaworks.com | N |
| Circa: DisabilityJobs.net | Joe Irizarry | 800-984-3775 | joe.irizarry@circaworks.com | N |
| Circa: LatinoJobs.org | Joe Irizarry | 800-984-3775 | joe.irizarry@circaworks.com | N |
| Circa: OverFiftyJobs.com | Joe Irizarry | 800-984-3775 | joe.irizarry@circaworks.com | N |
| Circa: NativeJobs.org | Joe Irizarry | 800-984-3775 | joe.irizarry@circaworks.com | N |
| Circa: WeHireWomen.com | Joe Irizarry | 800-984-3775 | joe.irizarry@circaworks.com | N |
| Circa: DiversityJobs.com | Joe Irizarry | 800-984-3775 | joe.irizarry@circaworks.com | N |
| Circa: Workforce Solutions Permian Basin | Joe Irizarry | 800-984-3775 | joe.irizarry@circaworks.com | N |
| Circa: LULAC Odessa | Joe Irizarry | 800-984-3775 | joe.irizarry@circaworks.com | N |
| Circa: Veterans County Service Officers Association of Texas | Joe Irizarry | 800-984-3775 | joe.irizarry@circaworks.com | N |
| Circa: The University of Texas Permian Basin | Joe Irizarry | 800-984-3775 | joe.irizarry@circaworks.com | N |
| Circa: Work In Texas | Joe Irizarry | 800-984-3775 | joe.irizarry@circaworks.com | N |
| Circa: Various Diversity Platforms | Joe Irizarry | 800-984-3775 | Joe.irizarry@circaworks.com | N |

**2023 FCC EEO Public File Report for Grande Communications
Odessa, TX - #12297**

Recruitment/Outreach Initiatives

| Date | Event | Description/Participation | Participants |
|-------------------------|---|---|----------------------------|
| 07/15/2022 – 07/14/2023 | Developmental Skills Training | Customer Service, Technical Skills, Safety, Sales, etc. | All Employees |
| 7/22/2022 – 7/23/2022 | Oil Patch Kids Invitational | Event Sponsor | Community Relations & Team |
| 8/1/2022 | ECISD New Teacher Reception | Event Sponsor/Booth | Community Relations & Team |
| 9/2/2022 – 9/11/2022 | Permian Basin County Fair & Expo | Event Sponsor | Community Relations |
| Fall 2022 | Modeling Inclusive Leadership | Leadership Skills Training | All Management/Leaders |
| 11/21/2023 | "Finding The Right Fit - Do's and Do Not's of Hiring" | EEO Training to Management Level | All Management/Leaders |
| 01/01/2023 – 01/31/2023 | Discussing Goals & Providing Feedback | Leadership Skills Training | All Management/Leaders |
| 3/18/2023 | Odessa Jackalopes Game Day Sponsor | Event Sponsor | Community Relations & Team |
| Spring 2023 | Cultivating a Growth Mindset | Leadership Skills Training | All Management/Leaders |
| Spring 2023 | Strengthening Employee Engagement Utilizing Diverse Thought – Employee Engagement and Critical Thinking | Leadership Skills Training | All Management/Leaders |
| 6/21/2023 | Texas Virtual Career Fair | Hosting of Job Fair | Human Resources |