

**Grande Communications Networks, LLC, dba. Astound Broadband**  
**EEO Public File Report**  
**Employment Unit ID # EUID0043**  
**Brown County, Texas**  
**FCC Year July 15, 2023 through July 14, 2024**

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

**Total # People Interviewed for Full-Time Vacancies During Period: 3**

<b>Requisition Number</b>	<b>Posting Title</b>	<b>Source</b>	<b># Of Interviews</b>	<b># of Hires</b>
BROAD007505	Broadband Technician I	Indeed	3	1
<b>Totals:</b>			<b>3</b>	<b>1</b>

**Grande Communications Networks, LLC, dba. Astound Broadband**  
**FCC Annual Report**  
**Employment Unit ID # EUID00043**  
**Brown 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 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# EUID00043**  
**Brown, Texas**  
**FCC General Recruitment Report - 76.1702(b)(3)**  
**July 15, 2023 through July 14, 2024**

<b>Outreach Efforts</b>	<b>Sponsor</b>	<b>Date</b>	<b>Description</b>
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.
Chamber Annual Business Expo	Astound Direct Sales Representative Freddy Morales	8/31/2023	Astound sponsored the event and had a booth at the event
Chamber Monthly Luncheon with TxDot	Astound team: Freddy Morales and Towana McKinney	9/15/2023	Astound was the lunch co-sponsor
Brownwood 12th Annual Trick or Treat Trail	Astound Direct Sales Representative Freddy Morales	10/31/2023	Astound sponsored the event and had a booth at the event
Christmas Under the Stars Festival	Community only/ No Astound attendees, Astound was sponsor only	12/2/2023	Astound was the Silver Sponsor / branding
Professional Women's Summit	Chamber event/ No Astound attendees- sponsor only	3/24/2024	Astound was the door prize sponsor / branding
Live Remote Broadcast at the Astound Office	Astound Direct Sales Team Representative Freddy Morales	3/27/2024	Community event /booth / radio advertising
Great Easter Egg Hunt	Community only/ No Astound attendees, Astound was sponsor only	3/30/2024	Silver Egg sponsor Branding and radio advertising
Live Remote Broadcast at the Astound Office	Astound Community Relations: Lori Salisbury	4/3/2024	Community event /Booth / radio advertising
Early High School Graduation Project Program	School community/ Sponsor only	5/17/2024	Astound was the door prize sponsor at this school event / branding (Early, TX)
1.1 Meeting Managerial Responsibilities	Astound Market Leadership Employees	3/8/2024	Leadership development
Benefits of Diversity for Everyone	Astound Employees	3/29/2024 - 5/20/2024	Diversity training
Bystander Intervention	Astound Employees	6/26/2024 - 7/1/2024	Diversity training
Harassment Prevention, People Managers	Astound Employees	10/23/2023	Required harassment prevention training
Microlearning-Implicit Bias	Astound Employees	09/01/2023 - 06/30/2024	Diversity training

EUID has been updated successfully. ✕

The record has now been updated ✕

Amend

 Print



# EEO Form 396-C

File No.: CBL0016644

Filing Status: **Ready for Review**

## EUID00043

Reference  
Copy  
OMB Control  
No. 3060-1033

### General Information

**FCC Registration Number (FRN)**

0006178198

**Filing Year**

2024

**Employment Unit ID (EUID)**

EUID00043

### 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 FISK AVE

**Operator City**

BROWNWOOD

**Operator state**

TX

**Operator Zip Code**

76801

**State of Employment Office**

TX

**County of Employment Office**

Brown

**Application Purpose**

New Program Report

**Supplemental Investigation Sheet (SIS)**

**Required**

false

**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**  
020647

**Communities**  
TX2388

**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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**Exhibit 3 (Optional)**  
2023.Public.File - Brownwood.pdf

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

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

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**PART III - EEO Public File Report**

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**Exhibits**

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**Exhibit 3 (Optional)**  
2023.Public.File - Brownwood.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**

Vice President of HR

**Certifying Official Phone**

737-344-8617

**Certifying Official Email**

sarah.moczygemba@astound.com

**Certifying Date Signed**

2024-09-26