

**Grande Communications Networks, LLC, dba. Astound Broadband**  
**EEO Public File Report**  
**Employment Unit ID # 12300**  
**McLennan County, Texas**  
**FCC Year July 15, 2023 through July 14, 2024**

**Total # of Full-Time Vacancies Filled During Period: 3**  
**Total # People Interviewed for Full-Time Vacancies During Period: 11**

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
BROAD007874	Broadband Technician I	Careerbuilder	1	0
		Employee Referral	1	1
		Indeed	4	0
		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	0	0
BROAD007883	Broadband Technician I	Employee Referral	1	1
		WorkInTexas	0	0
		Indeed	0	0
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	0	0
CONST007702	Construction Locator	Facebook	0	0
		Indeed	3	1
<b>Totals:</b>			<b>11</b>	<b>3</b>

**Grande Communications Networks, LLC, dba. Astound Broadband**  
**FCC Annual Report**  
**Employment Unit ID # 12300**  
**McLennan County, Texas**  
**Recruitment Sources Utilized for Vacancies Filled - 76.1702(b)(2)**  
**July 15, 2023 - July 14, 2024**

Name of Source	Contact and Email	Address	Telephone	Entitled Notification
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 Sterlin 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, AllGBTJobs.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# 12300**  
**McLennan County, Texas**  
**FCC General Recruitment Report - 76.1702(b)(3)**  
**July 15, 2023 through July 14, 2024**

<b>Outreach Efforts</b>	<b>Participants</b>	<b>Date</b>	<b>Description</b>
Midway High School Career Prep	Midway High School students and Astound Human Resources team	4/11/2024	Career Fair, College Prep, and Military Expo
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.
Lorena High School Career Fair	Lorena High School students and Astound Human Resources team	4/24/2024	Career Exploration for Local Seniors.
Astound Virtual Career Fair	Astound Talent Acquisition team	6/19/2024	Hosted a National Career Fair, including Travis County, for all positions at Astound
Hewitt Express Classic Grip it and Sip it	Community	9/8/2023	Media airtrade sponsor/branding (Hewitt, TX)
McLennan Community College Foundation Golf Classic	Community	10/6/2023	Airtime trade sponsor /nonprofit event/ branding (Waco, TX)
HOT Fair and Expo	Astound Direct Sales Team: Eddy General, Shannon Bennett, Jay Collier, Richard Heeke, and Leann Duett	10/5/2023 - 10/15/2023	Airtime Trade sponsor / booth (Waco, TX)
GHCOC Spooktacular Halloween Bash	Astound Direct Sales Representative Richard Heeke	10/26/2023	Media airtime trade sponsor / booth (Hewitt, TX)
Annual Traveling OFrenda	Community	10/30/2023 - 11/3/2023	Sponsor / branding (Waco, TX)
Deck the Halls - Junior League of Waco	Astound team: Emily Buck, Operations Director & Lori Salisbury, Community Relations	11/2/2023 -11/5/2023	Community event / media sponsor
Waco Cultural Art Fest	Community	11/3/2023 - 11/5/2023	Sponsor / branding
18th Central Texas Turkey Trot	Community event fun run/walk	11/18/2023	Sponsor / branding (Waco, TX)
HOT Builders Assoc Home Product Show	Astound Direct Sales Team: Eddy General, Shannon Bennett, Jay Collier and Richard Heeke	2/2/2024 & 2/3/2024	Community event / airtime Trade sponsor / booth (Waco, TX)
Baylor DiaDelOso and Eclipse over Texas	Astound Direct Sales Team: Leann Duett, Eddy General and CR Lori Salisbury	4/8/2024	Sponsor / booth (Waco, TX)
Multicultural Diversity w/Mental Health Fair	Astound team: Emily Buck, Operations Director & Lori Salisbury, Community Relations	4/25/2024	School event sponsor / booth (Waco, TX)
Run for the Roses supporting Ascension Providence	Community	5/4/2024	Sponsor / branding
Nacho Daddy Car Show & Concert	Astound Direct Sales Representative Richard Heeke	5/18/2024	Community event / media airtrade sponsor / booth (Hewitt, TX)
The 16th Annual YES! Expo	Community	5/10/2024	School event WiFi sponsor / branding (Waco, TX)
Stilwell's 36th Annual Pancake Breakfast	Senior community	6/8/2024	Sponsor/branding/ customer support (Waco, TX)
1.1 Meeting Managerial Responsibilities	Market leadership employees	3/12/2024	Leadership development
Benefits of Diversity for Everyone	Astound Employees	3/29/2024 - 5/29/2024	Diversity training
Broadband Service Technician Class	Astound Technical Training Team and Field operations employees	9/20/2023	Field employee development and training
Bystander Intervention	Astound Employees	6/26/2024 - 7/11/2024	Diversity training
Customer Service - Technical	Astound Technical Training Team and Field operations employees	2/5/2024	Field employee development and training
Harassment Prevention, People Managers	Astound Employees	10/26/2023 - 11/13/2023	Required harassment prevention training
Microlearning-Implicit Bias	Astound Employees	09/01/2023 - 05/30/2024	Diversity training

EUID has been updated successfully. ✕

The record has now been updated ✕

Amend

 Print



# EEO Form 396-C

File No.: CBL0016825

Filing Status: **Ready for Review**

## 12300

Reference  
Copy  
OMB Control  
No. 3060-1033

### General Information

**FCC Registration Number (FRN)**

0006178198

**Filing Year**

2024

**Employment Unit ID (EUID)**

12300

### Section I - Identifying Information

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

No

**Operator Legal Name**

GRANDE COMMUNICATIONS NETWORKS, INC.

**Operator Address 1**

7200 IMPERIAL AVE

**Operator City**

WACO

**Operator state**

TX

**Operator Zip Code**

76712

**State of Employment Office**

TX

**County of Employment Office**

McLennan

**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**  
021679

**Communities**  
TX2244, TX2606, TX2607, TX2522, TX1048, TX2295, TX2294, TX2296

**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.Waco.pdf

**SIS Question 4**  
2024.SIS.Response.Waco.pdf

**PART III - EEO Public File Report**

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**EEO Public File Report for Previous Year**  
2024.Public.File - Waco.pdf

**Exhibits**

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**Exhibit Employee Job Descriptions**  
Job.Description.Director.of.Field.Ops.pdf

**EEO Public File Report for Previous Year**

**SIS Question 1**

2024.Public.File - Waco.pdf

2024.SIS.Response.Waco.pdf

**SIS Question 4**

2024.SIS.Response.Waco.pdf

**SIS Question 7**

2024.SIS.Response.Waco.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