

Grande Communications Networks, LLC, dba. Astound Broadband
EEO Public File Report
Employment Unit ID # 12296
Bexar County, Texas
FCC Year July 15, 2023 through July 14, 2024

Total # of Full-Time Vacancies Filled During Period: 10

Total # People Interviewed for Full-Time Vacancies During Period: 62

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
ACCOU007805	Account Executive	3rd Party Agency	1	0
		LinkedIn	2	0
		Word of Mouth	1	0
		Indeed	2	1
		Astound Broadband Website - Careers Page	0	0
BROAD006813	Broadband Technician I	Employee Referral	1	0
		LinkedIn	0	0
		Word of Mouth	1	0
		ZipRecruiter	2	0
		WorkInTexas	0	0
		Indeed	0	0
		Astound Broadband Website - Careers Page	2	1
		Astound Broadband Internal Posting	0	0
BROAD007489	Broadband Service Technician	Careerbuilder	0	0
		LinkedIn	1	0
		Word of Mouth	1	1
		Glassdoor	0	0
		WorkInTexas	0	0
		Indeed	2	0
		Monster	0	0
		Astound Broadband Website - Careers Page	0	0
BROAD007591	Broadband Technician I	3rd Party Agency	0	0
		Employee Referral	1	0
		Veteran's job boards	0	0
		WorkInTexas	0	0
		Indeed	5	1
		Appcast	0	0
		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	0	0
		Company Vehicle Advertisement	1	0
ENTER007399	Enterprise Account Executive	3rd Party Agency	1	0
		LinkedIn	1	0
		Indeed	1	1
		Astound Broadband Website - Careers Page	3	0
ENTER007453	Enterprise Account Executive	Employee Referral	1	1
		LinkedIn	1	0
		Indeed	0	0
		Astound Broadband Website - Careers Page	0	0
ENTER007671	Enterprise Installation Technician	Careerbuilder	0	0
		ZipRecruiter	0	0
		Indeed	5	1
ENTER007784	Enterprise Account Executive	3rd Party Agency	2	1
		LinkedIn	2	0
		WorkInTexas	0	0
		Indeed	2	0
ENTER008021	Enterprise Installation Technician	Indeed	10	1
		Astound Broadband Website - Careers Page	0	0
HOSTE007975	Hosted Voice Onboarding Specialist	3rd Party Agency	1	1
		Employee Referral	1	0
		LinkedIn	0	0
		Craigslist	0	0
		ZipRecruiter	2	0
		WorkInTexas	1	0
		Indeed	2	0
		Astound Broadband Website - Careers Page	2	0

	Adzuna	0	0
	Snag	1	0
Total:		62	10

Grande Communications Networks, LLC, dba. Astound Broadband
FCC Annual Report
Employment Unit ID # 12296
Bexar 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 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
Cross Channel Advertising (TV Spot)	Vanessa Perry vanessa.perry@astound.com	650 College Rd E Suite 3100, Princeton, NJ 08540	609.452.2543	No
Company Vehicle Advertisement	Vanessa Perry vanessa.perry@astound.com	650 College Rd E Suite 3100, Princeton, NJ 08540	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 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, 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# 12296
Bexar County, Texas
FCC General Recruitment Report - 76.1702(b)(3)
July 15, 2023 through July 14, 2024

Outreach Efforts	Participants	Date	Description
UTSA Athletics Career Fair	UTSA / Astound Broadband	4/22/2024	Career Exploration for Junior and Senior Athletes at UTSA
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.
Astound Virtual Career Fair	Astound Talent Acquisition team	6/19/2024	Hosted a National Career Fair, including Travis County, for all positions at Astound
National Night Out	Astound Community Relations Representative Stephanie Cano-Qualls	10/3/2023	Neighborhood event- Astound was a sponsor
San Antonio Beer Festival	Arturo Sandoval, Astound Construction Coordinator	10/21/2023	Astound was a sponsor for this festival
Tasting Texas Wine + Food Festival	Luis Gonzales, Astound Broadband Technician Supervisor	10/26/2023	Astound was a sponsor for this festival
Hallowine Run	Astound Community Relations Representative Stephanie Cano-Qualls	10/28/2023	Community fun run- Astound sponsored
Alamo Heights Chamber of Commerce Holiday	Astound team: Stephanie Cano-Qualls, Bennie Duplessis, Luis	11/18/2023	Neighborhood event- Astound sponsored
San Antonio Food Bank Turkey Trot	Joseph Markosfeld, Astound Direct Sales Representative	11/23/2023	Community fun run- Astound sponsored
San Antonio Rock 'n' Roll Marathon	Joseph Markosfeld, Astound Direct Sales Representative	12/2/2023	Community fun run- Astound sponsored
BexarFest	Astound Community Relations Representative Stephanie Cano-Qualls	4/1/2024	Astound was a sponsor for this festival
Dellview Family Fun Night	Astound Community Relations Representative Stephanie Cano-Qualls	4/5/2024	School Event with Astound sponsorship
Rogers Elementary BBQ	Astound Community Relations Representative Stephanie Cano-Qualls	4/6/2024	School Event with Astound sponsorship
Chromosome 18 Starfish Dash 5K Run/Walk &	Astound Community Relations Representative Stephanie Cano-Qualls	4/27/2024	Community fun run- Astound sponsored
Beacon Hill Porch Fest	Astound Community Relations Representative Stephanie Cano-Qualls	5/4/2024	Neighborhood event- Astound sponsored
Benefits of Diversity for Everyone	Astound Employees	3/29/2024 - 6/17/2024	Diversity training
Bystander Intervention	Astound Employees	6/26/2024 - 7/9/2024	Diversity 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 - 06/30/2024	Diversity training

EUID has been updated successfully. ✕

The record has now been updated ✕

Amend

 Print



EEO Form 396-C

File No.: CBL0016812

Filing Status: **Ready for Review**

12296

Reference
Copy
OMB Control
No. 3060-1033

General Information

FCC Registration Number (FRN)

0006178198

Filing Year

2024

Employment Unit ID (EUID)

12296

Section I - Identifying Information

Has the identifying information associated with this EUID changed?

No

Operator Legal Name

GRANDE COMMUNICATIONS NETWORKS, INC.

Operator Address 1

11603 CROSSWINDS WAY #120

Operator City

SAN ANTONIO

Operator state

TX

Operator Zip Code

78233

State of Employment Office

TX

County of Employment Office

Bexar

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

PSID
021677

Communities
TX2283, TX2303, TX2304, TX2305, TX2307, TX2309, TX2311, TX2313, TX2608

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
Officials and Managers

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

PART II - Inquiries Concerning EEO Program and Practices

SIS Question 1
2024.SIS.Response.San.Antonio.pdf

SIS Question 4
2024.SIS.Response.San.Antonio.pdf

PART III - EEO Public File Report

EEO Public File Report for Previous Year
2024.Public.File - San.Antonio.pdf

Exhibits

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

EEO Public File Report for Previous Year

SIS Question 1

2024.Public.File - San.Antonio.pdf

2024.SIS.Response.San.Antonio.pdf

SIS Question 4

2024.SIS.Response.San.Antonio.pdf

SIS Question 7

2024.SIS.Response.San.Antonio.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

2024-09-26