

Grande Communications Networks, LLC, dba. Astound Broadband
EEO Public File Report
Employment Unit ID # 11755
Hays County, Texas
FCC Year July 15, 2023 through July 14, 2024

Total # of Full-Time Vacancies Filled During Period: 42
Total # People Interviewed for Full-Time Vacancies During Period: 299

Requisition Number	Posting Title	Source	# Of Interviews	# of Hires
CARRI007532	Carrier Sales Engineer	3rd Party Agency	1	1
		Employee Referral	3	0
		LinkedIn	1	0
		Professional Job Board	0	0
		Word of Mouth	0	0
		Glassdoor	0	0
		ZipRecruiter	0	0
		WorkInTexas	0	0
		Indeed	3	0
		Appcast	1	0
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	0	0
FINAN007733	Financial Analyst	3rd Party Agency	1	0
		LinkedIn	2	1
		Glassdoor	1	0
		ZipRecruiter	0	0
		Indeed	5	0
		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	0	0
IMPLE007836	Implementation Project Manager I or II	Employee Referral	1	1
		LinkedIn	0	0
		Veteran's job boards	0	0
		Indeed	1	0
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	1	0
SENI007506	Senior Systems Administrator	3rd Party Agency	1	0
		Careerbuilder	0	0
		Employee Referral	0	0
		LinkedIn	1	0
		Glassdoor	0	0
		Craigslist	0	0
		ZipRecruiter	0	0
		WorkInTexas	0	0
		Indeed	1	0
		Dice	0	0
		Astound Broadband Website - Careers Page	2	1
		Jobcase	0	0
		Talent.com	0	0
SENI007834	Senior Broadband Network Engineer	3rd Party Agency	0	0
		LinkedIn	0	0
		Professional Job Board	1	0
		ZipRecruiter	0	0
		Indeed	1	1
CUSTO007392*	Customer Care Advocate (Remote)	ZipRecruiter	3	3
		Indeed	4	4
		Astound Broadband Website - Careers Page	1	1
		Astound Broadband Website - Careers Page	1	1
		Jobfair	1	1
		Professional Job Board	0	0
		Professional/Business Referral	0	0
		State Job Board	0	0
		TV Advertising	0	0
		Word of Mouth	0	0
		Billboard	0	0
		Appcast	0	0
		CUSTO007515*	Customer Care Advocate (Remote)	3rd Party Agency
Billboard	0			0
Careerbuilder	0			0
College Career Fair	0			0
Employee Referral	3			0
Jobfair	0			0
LinkedIn	0			0

		Professional Job Board	0	0
		Professional/Business Referral	0	0
		State Job Board	0	0
		TV Advertising	0	0
		Word of Mouth	0	0
		Glassdoor	0	0
		ZipRecruiter	1	0
		Social Media (Twitter, Facebook, Instagram)	0	0
		WorkInTexas	0	0
		Facebook	0	0
		Indeed	38	4
		Monster	0	0
		Appcast	4	1
		Astound Broadband Website - Careers Page	1	0
		Astound Broadband Internal Posting	1	0
		Jobcase	0	0
		Lensa	0	0
		Snag	0	0
CUSTO007589*	Customer Care Advocate (Remote)	3rd Party Agency	1	0
*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions: CUSTO007590 CUSTO007637 CUSTO007638 CUSTO007639 CUSTO007640 CUSTO007641		Billboard	0	0
		Careerbuilder	0	0
		Employee Referral	4	2
		Former Employee	0	0
		LinkedIn	0	0
		State Job Board	1	0
		TV Advertising	0	0
		Word of Mouth	0	0
		Glassdoor	0	0
		ZipRecruiter	0	0
		Social Media (Twitter, Facebook, Instagram)	0	0
		WorkInTexas	2	0
		Facebook	1	0
		Indeed	15	3
		Monster	0	0
		Appcast	21	2
		Astound Broadband Website - Careers Page	2	0
		Astound Broadband Internal Posting	1	0
		Jobcase	0	0
		CollegeRecruiter	0	0
CUSTO007642*	Customer Care Advocate (Remote)	3rd Party Agency	0	0
*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions: CUSTO007774		Careerbuilder	0	0
		Channel 4	0	0
		College Website	0	0
		Employee Referral	2	1
		Former Employee	1	0
		LinkedIn	1	0
		Professional Job Board	2	0
		State Job Board	0	0
		Veteran's job boards	0	0
		Word of Mouth	1	0
		Glassdoor	0	0
		ZipRecruiter	0	0
		Social Media (Twitter, Facebook, Instagram)	0	0
		WorkInTexas	3	0
		Facebook	0	0
		Indeed	20	0
		Monster	0	0
		Appcast	8	1
		Astound Broadband Website - Careers Page	0	0
		Astound Broadband Internal Posting	0	0
		Jobcase	0	0
		CollegeRecruiter	0	0
		Talent.com	0	0
CUSTO007830*	Customer Care Specialist (Remote)	3rd Party Agency	0	0
*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions: CUSTO007893 CUSTO007894 CUSTO007895 CUSTO007898 CUSTO007920		Billboard	0	0
		Careerbuilder	1	0
		College Career Fair	0	0
		College Website	0	0
		Employee Referral	4	0
		Former Employee	0	0

		Jobfair	0	0
		LinkedIn	0	0
		Professional Job Board	0	0
		Professional/Business Referral	0	0
		State Job Board	0	0
		TV Advertising	0	0
		Word of Mouth	1	0
		Glassdoor	0	0
		Professional Diversity Network	0	0
		ZipRecruiter	2	0
		WorkInTexas	4	0
		Facebook	0	0
		Indeed	60	4
		Monster	0	0
		Dice	0	0
		Astound Broadband Website - Careers Page	5	2
		Astound Broadband Internal Posting	0	0
		Jobcase	0	0
		Jobs2Careers	0	0
		Snag	0	0
		WICT	0	0
CUSTO007995*	Customer Care Specialist (Remote)	3rd Party Agency	0	0
*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions: CUSTO008059 CUSTO008060		Billboard	0	0
		Careerbuilder	0	0
		College Career Fair	0	0
		College Website	0	0
		Employee Referral	2	0
		Former Employee	1	1
		Jobfair	1	0
		LinkedIn	1	0
		Professional Job Board	0	0
		Professional/Business Referral	0	0
		State Job Board	0	0
		Word of Mouth	1	0
		Glassdoor	0	0
		Craigslist	0	0
		ZipRecruiter	3	0
		Social Media (Twitter, Facebook, Instagram)	0	0
		WorkInTexas	2	0
		Facebook	3	1
		Indeed	20	1
		Monster	0	0
		Monster/	1	0
		Astound Broadband Website - Careers Page	2	0
		Astound Broadband Internal Posting	0	0
		Jobcase	0	0
		JobGet	0	0
		Company Vehicle Advertisement	0	0
CUSTO008097*	Customer Care Specialist (Remote)	3rd Party Agency	0	0
*Bulk hiring class. This is the parent requisition, consolidating all hires and interviews for the following list of requisitions: CUSTO008137 CUSTO008138 CUSTO008139		Billboard	0	0
		Careerbuilder	0	0
		College Career Fair	0	0
		College Website	0	0
		Employee Referral	1	0
		Former Employee	0	0
		Jobfair	0	0
		LinkedIn	1	0
		Professional/Business Referral	0	0
		State Job Board	0	0
		Word of Mouth	0	0
		Glassdoor	0	0
		ZipRecruiter	0	0
		WorkInTexas	2	1
		Facebook	0	0
		Indeed	4	1
		Monster	0	0
		Monster/	0	0
		Astound Broadband Website - Careers Page	2	1
		Astound Broadband Internal Posting	0	0
		Jobcase	0	0
		Jobs2Careers	0	0
		Diversity Website	0	0

	WorkInTexas	1	1
	Company Vehicle Advertisement	0	0
Totals:		299	42

Grande Communications Networks, LLC, dba. Astound Broadband
FCC Annual Report
Employment Unit ID # 11755
Hays 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
Astound Website - Careers Page	Tracy Brutcher tracy.brutcher@astound.com	650 College Road East, Suite 3100 Princeton, NJ 08540	609-681-2189	No
Astound Employee Referral Program	Brandy Brown brandy.brown@astound.com	401 Carlson Circle San Marcos, TX	512-667-8790	No
Astound Internal Job Posting - Internal Candidates	Tracy Brutcher tracy.brutcher@astound.com	650 College Road East, Suite 3100 Princeton, NJ 08540	609-681-2189	No
Astound-Job openings flier-Payment Center	Brandy Brown brandy.brown@astound.com	401 Carlson Circle San Marcos, TX	512-667-8790	No
Indeed.com	Kyle Murphy kylemurphy@indeed.com	7501 N. Capital of Texas Hwy Austin, TX 78731	512-485-1899	No
LinkedIn/Facebook/Twitter/Instagram	Rebecca Hornak rebecca.hornak@astound.com	online Falls Church, VA 22046	571-369-1524	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
Social Media Outreach; Facebook, Twitter,	Julie Thomas julie.thomas@astound.com	1 Hacker Way Menlo Park, CA 94025	650-308-7300	No
	Rebecca Hornak rebecca.hornak@astound.com			
	www.facebook.com			
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# 11755
Hays 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.
SMPAA Summer in the Park Concert Series	Astound Community Relations	7/20/2023	Community Event- Astound was a sponsor
SMPAA Summer in the Park Concert Series	Astound Community Relations	7/27/2023	Community Event- Astound was a sponsor
SMPAA Summer in the Park Concert Series	Astound Community Relations	8/3/2023	Community Event- Astound was a sponsor
PAL's Pet Fest	Astound Community Relations	10/29/2023	Community Event- Astound was a sponsor
Turkey's Tackling Hunger	Astound Community Relations	11/1/2023	Community Event- Astound was a sponsor
Sights & Sounds of San Marcos	Teresa Lauderdale, Astound Implementation Project Manager II	11/30/2023	Fesitval- Astound was sponsor
Dia de los Muertos 5K	Astound Community Relations	10/28/2023	Community Fun Run- Astound was Airtime trade sponsor
SMHS Rattler Baseball Booster Club Sponsorship	School community	1/81/2024	School Event- Astound was sponsor
Great Texas River Clean Up	Astound employees: Stephanie Cano-Qualls, Dillon Wright, Sulma Herrera, Seth Wiedmer, Lennie Wilder	3/2/2024	Volunteer Event- Astound was sponsor
SMPAA Summer in the Park Concert Series	Astound Community Relations	6/6/2024	Community Event- Astound was a sponsor
SMPAA Summer in the Park Concert Series	Astound Community Relations	6/13/2024	Community Event- Astound was a sponsor
SMPAA Summer in the Park Concert Series	Astound Community Relations	6/20/2024	Community Event- Astound was a sponsor
SMPAA Summer in the Park Concert Series	Astound Community Relations	6/27/2024	Community Event- Astound was a sponsor
SMPAA Summer in the Park Concert Series	Astound Community Relations	7/4/2024	Community Event- Astound was a sponsor
SMPAA Summer in the Park Concert Series	Astound Community Relations	7/11/2024	Community Event- Astound was a sponsor
1.1 Meeting Managerial Responsibilities	Astound Employees	08/01/2023 - 03/30/2024	Leadership developent
Benefits of Diversity for Everyone	Astound Employees	03/01/2024 - 07/31/2024	Diversity training
Bystander Intervention	Astound Employees	6/26/2024 - 7/8/2024	Diversity training
Harassment Prevention, People Managers	Astound Employees	08/01/2023 - 06/30/2024	Required harassment prevention training
Microlearning-Implicit Bias	Astound Employees	09/01/2023 - 07/30/2024	Diversity training
2024 Women's ERG Launch - Women's History Month	Astound Employees	03/01/2024 - 07/31/2024	Cultrual conversations with employee base

Amend

Print



EEO Form 396-C

File No.: CBL0016815

Filing Status: **Ready for Review**

11755

Reference
Copy
OMB Control
No. 3060-1033

General Information

FCC Registration Number (FRN)

0006178198

Filing Year

2024

Employment Unit ID (EUID)

11755

Section I - Identifying Information

Has the identifying information associated with this EUID changed?

No

Operator Legal Name

GRANDE COMMUNICATIONS NETWORKS, INC.

Operator Address 1

401 CARLSON CIRCLE

Operator City

SAN MARCOS

Operator state

TX

Operator Zip Code

78666

State of Employment Office

TX

County of Employment Office

Hays

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

Communities

021449

TX2306, TX2308, TX2282

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 - San.Marcos.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 - San.Marcos.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

Certifying Official Email

9/26/24, 1:30 PM

EEO Form - Cable Operations & Licensing System (COALS)

737-344-8617

sarah.moczygemba@astound.com

Certifying Date Signed

2024-09-26